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# Industry Wage Survey: Hospitals, March 1989



U.S. Department of Labor  
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# Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and related benefits in private hospitals in March 1989. A similar study was conducted in August 1985.

This study was conducted in the Bureau's Office of Compensation and Working Conditions. David G. Larson of the Division of Occupational Pay and Employee Benefit Levels analyzed the survey data and prepared this bulletin. Harry B. Williams, Paulette J. Brown, and Maggie L. Williams of the same division prepared the appendixes. Jonathan W. Kelinson and Denis A. Gusty, also of the Division of Occupational Pay and Employee Benefit Levels, and Carl B. Barsky of the Division of Systems Design assisted in preparing the tabulations.

The Bureau's field representatives obtained the data

through personal visits to a probability-based sample of private hospitals within the scope of the survey. Fieldwork for the survey was directed by the Bureau's Assistant Regional Commissioners for Operations.

Separate wage and employee benefit summaries for the metropolitan areas studied were issued during the fall of 1989. (See table A-1 for a list of the 18 areas studied.) Copies of these summaries are available from the Bureau of Labor Statistics, Washington, DC 20212, or any of its regional offices.

Other reports currently available from the Bureau's program of industry wage studies are listed at the end of this bulletin along with information on how to order.

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## Occupational earnings

Straight-time earnings of full-time staff nurses in the Nation's private hospitals averaged \$554.50 a week in March 1989 according to a Bureau of Labor Statistics survey (table 3)<sup>1</sup>. Among 18 metropolitan areas selected for separate study, average weekly earnings ranged from \$514.50 in Dallas to \$725.50 in San Francisco.<sup>2</sup> Reflecting these geographic differences, as well as differences in the duties, responsibilities, experience, and qualifications of workers, earnings of individual staff nurses ranged from about \$300 to more than \$1,100 a week (table 6).<sup>3</sup>

With nearly 371,400 incumbents, full-time staff nurses were the most populous of the 59 occupations selected to represent the operations, functions, and pay scale of private hospitals. Full-time staff nurses accounted for about one-eighth of the workers within the scope of the survey.

Separate data were collected for four work levels of staff nurses. Those at level I, who provide standard patient care, were paid an average of \$498 a week. Nurses at level III, the highest level for which data could be published, provide specialized or advanced nursing care. They averaged \$678.50 a week. Approximately 92 percent of the workers were classified at level II, where weekly pay averaged \$551.50 for assignments involving comprehensive nursing care. Most of the remaining staff nurses were classified as level II-specialists, who averaged \$617 a week. These nurses typically work in difficult specialty areas such as intensive care or critical care units.

Average weekly earnings of other full-time registered nurse (RN) categories ranged from \$635 for nursing instructors to \$922.50 for nurse anesthetists. Supervisors of nurses averaged \$714.50 a week, compared with \$688 a

week for head nurses. Clinical specialists, who are responsible for highly specialized patient care, averaged \$713 a week, about the same as nurse practitioners, who plan and implement comprehensive nursing care for their patients.

Average weekly earnings of the other health care occupations covered by the survey ranged from \$281 for nursing assistants to \$747.50 for physical therapists' supervisors and \$743.50 for pharmacists. Salary averages for about half of the jobs fell between \$450 and \$650 a week.

Nursing assistants, who provide personal and nursing care to patients, were numerically the most important non-RN job studied. Averages for the 104,000 incumbents ranged from \$260.50 a week for those performing simple personal care and housekeeping tasks (level I) to \$354.50 a week for those applying advanced patient care principles (level IV). Eighty-two percent of the nursing assistants were classified at level II, where typical duties include the taking of vital signs, collecting and labeling specimens, and sterilizing equipment. They averaged \$275.50 a week.

Licensed practical nurses (LPN's) averaged \$368 a week. Weekly averages ranged from \$318.50 at level I (those providing standard nursing care) to \$457.50 for those required to modify nursing care or assigned to critically ill patients (level III). Ninety-two percent of the LPN's were reported at level II, which requires the use of judgment to vary the sequence of procedures. LPN's II averaged \$368 a week.

Approximately 61 percent of the medical machine operating technicians were classified as respiratory therapists. They averaged \$446.50 a week or about 30 percent more than electrocardiographic (EKG) technicians (\$337.50), 15 percent more than electroencephalographic (EEG) technicians (\$387), and 10 percent less than diagnostic medical sonographers (\$501.50).

Medical technologist was the only other health care occupation reporting as many as 35,000 workers. Medical technologists averaged \$517.50 a week nationwide. Among the 18 areas studied separately, weekly averages ranged from \$460 in Dallas to \$726.50 in San Francisco.

Laundry workers were the highest paid of the three service worker occupations, averaging \$274.50 a week, or about \$15 a week more than food service helpers, who were the lowest paid. With 89,100 incumbents averaging

<sup>1</sup> The survey excluded hospitals employing fewer than 100 workers and those operated by Federal, State, and local government agencies. Earnings data in this report exclude premium pay for overtime and for work on weekends, holidays, and late shifts. See appendix A for scope and method of survey and appendix B for occupational descriptions.

<sup>2</sup> Payroll reference months for the individual areas vary from January to April 1989. These differences in survey timing should be considered when comparing data among areas. According to the Bureau's Employment Cost Index, wages and salaries of hospital employees rose 3.1 percent between December 1988 and June 1989.

<sup>3</sup> For a report on an earlier survey of occupational pay in hospitals, see *Industry Wage Survey: Hospitals, August 1985*, BLS Bulletin 2273 (1987). The 1985 study was limited to 23 metropolitan areas and included data for State and local government hospitals.



\$266.50 a week, hospital cleaners were numerically the most important service worker category.

Salaries for the full-time registered nurse categories tended to be highest in Boston, Los Angeles–Long Beach, and San Francisco. Averages for staff nurses in these areas, for example, exceeded the nationwide level by 22 to 31 percent. On the other hand, RN's were generally lowest paid in Dallas, where averages were commonly 3 to 7 percent below the nationwide level.

Similar pay patterns were observed for the other groups of hospital workers. The San Francisco and New York areas typically paid the highest average salaries for health care occupations other than RN's and for clerical employees and service workers. Earnings in the Los Angeles–Long Beach area also were near the top of the geographic distribution for the clerical and service worker groups. Workers in the Dallas and Fort Worth–Arlington areas were typically among the lowest paid in all three groups.

Average earnings in the highest paid areas commonly exceeded those in the lowest paid by 30 to 45 percent for the registered nurse categories studied. The spread was somewhat greater among the other health care occupations (35 to 70 percent) and clerical occupations (40 to 65 percent). The spread was largest for the three service worker jobs, ranging from 82 percent for laundry workers to 95 percent for hospital cleaners.

Within individual occupations, earnings of the highest paid workers were typically three to four times those of their lowest paid counterparts (table 6). When comparisons were limited to individual areas, the differences were typically smaller, with the highest paid workers in a health care or related occupation averaging about twice as much as the lowest paid (tables 9 to 60). These patterns generally were the same for all of the full-time health care and related occupations.

Average hourly earnings of part-time health care workers ranged from \$6.61 for nursing assistants to \$18.33 for pharmacists (table 4). Staff nurses, with more than 214,400 incumbents, were the most populous of the part-time occupations. They averaged \$14.50 an hour. Earnings of part-time service workers ranged from \$5.69 an hour for laundry workers to \$6.22 an hour for hospital cleaners.

Part-time worker earnings were typically highest in New York and San Francisco and lowest in the three Texas areas (Dallas, Fort Worth–Arlington, and Houston). Earnings in the highest paying areas generally exceeded those in the lowest paying by 35 to 65 percent. As was the case for full-time workers, interarea differences typically were larger for the three service worker jobs, ranging from 62 to 95 percent.

Hourly rates of the highest paid part-time workers in a health care or related occupation were commonly two to three times those of the lowest paid workers in the same

job (table 7). Distributions were generally narrower within each of the 18 metropolitan areas studied separately (tables 10 to 61).

The proportion of part-time workers varied substantially by occupation and area. Part-time workers accounted for one-fourth to one-third of the total employment in most occupations. More than two-fifths of the switchboard operators and food service helpers, however, were part-timers. On the other hand, part-time employees made up less than one-tenth of the medical records administrators, physical therapists' supervisors, and radiographers' supervisors.

Nationwide, three-eighths of the staff nurses were on a part-time work schedule. Among the 18 areas studied separately, this proportion ranged from just over one-tenth of the staff nurses in Dallas to about seven-tenths of those in Minneapolis–St. Paul and San Francisco.

The survey also developed information on 27 white-collar occupations which are found throughout private industry (table 5).<sup>4</sup> Fifteen of these occupations, spanning 52 work levels, were classified as professional, administrative, and technical occupations. The 12 clerical support occupations covered 28 work levels.

Accountants were the most numerous of the professional, administrative, and technical jobs studied, with 6,000 workers in the six survey levels combined. Their average weekly earnings ranged from \$412.50 for beginning professional accountants (level I) to \$1,393 for specialists in complex accounting systems (level VI). Salaries for the most populous level (level II) averaged \$495 a week.

At least 4,000 incumbents were reported in each of two additional professional, administrative, and technical occupations. Salaries for personnel specialists ranged from \$432 a week for trainees (level I) to \$1,027 a week for experts who solve unusually complex problems and provide comprehensive advice to management (level IV). Computer operators were classified on the basis of responsibility for problem solving, variability of assignments, and scope of authority for corrective action. Computer operators I, whose work assignments consist of on-the-job training, averaged \$293.50 a week. The top level for which data could be published (level IV) averaged \$507.50 a week.

Among the 28 clerical work levels for which data could be published, average salaries ranged from \$235.50 a week for general clerks I to \$583 a week for secretaries V, the highest level. Averages for six of the clerical levels exceeded \$400 a week; 12 fell between \$300 and \$400; and 10 ranged from \$250 to \$300.

<sup>4</sup> For information on average salaries of these occupations in all private-service producing industries, see *White-Collar Pay: Private Service-Producing Industries, March 1989*, BLS Bulletin 2347 (1990). In an effort to conserve resources and reduce the burden on respondents, data collection for the hospital and white-collar pay surveys was coordinated.



Secretaries were the most populous of the clerical occupations surveyed. Average weekly salaries ranged from \$331 for level I to \$583 for level V. Secretaries in hospital wards (unit secretaries) were surveyed separately. They averaged \$303 a week for full-time work.

Four levels of general clerks, who perform a combination of clerical tasks to support office, business, or administrative functions, were studied. Level I clerks, who follow detailed procedures in performing simple and repetitive tasks, averaged \$235.50 a week. Clerks who use subject matter knowledge to complete various nonroutine assignments (level IV) averaged \$356.50 a week.

In addition to unit secretaries, four other office clerical occupations were studied in hospitals. Admitting clerks were numerically the most important job in this group, with 21,200 workers. They averaged \$298 a week. Payroll clerks averaged \$343.50 a week, \$1 more than medical transcriptionists. Switchboard operators averaged \$294.50 a week.

For those white-collar work levels for which comparisons could be made, salaries were generally highest in New York or San Francisco and lowest in Dallas or St. Louis. The interarea spread in average earnings amounted to about 20 to 30 percent for professional and administrative occupations and 40 to 50 percent for technical and clerical jobs.

Among professional and administrative occupations, the earnings of the highest paid workers were generally one and one-half to two times those of lowest paid in the same occupation and work level (table 8). For technical and clerical jobs, the differences were somewhat greater, with the highest paid typically earning two and one-half to three times as much as the lowest paid. These distributions narrowed when comparisons were limited to a single metropolitan area (tables 11 to 62). In the Boston area, for example, the highest pay for an occupation and work level seldom was even double the lowest rate reported.

## Employee benefits

Virtually all of the registered nurses and technical, clerical, and service workers surveyed were provided one or more forms of paid leave. Nationally, about one-third of the workers in each group were covered by consolidated leave plans under which workers are granted an annual pool of leave benefits to be used, at the employee's discretion, as holidays, vacation, sick leave, or paid personal leave. Most of the remaining workers were covered by separate holiday, vacation, sick leave, and paid personal leave plans.

The incidence of consolidated leave plans varied widely among the 18 areas studied separately (tables 77 and 78). In Atlanta, for example, 93 percent of the registered nurses and 85 percent of the technical, clerical, and service workers were under consolidated leave plans, while

no such plans were reported in Baltimore, Minneapolis-St. Paul, and New York. For workers in both groups, benefits under consolidated leave plans commonly amounted to 4 to 5 weeks of paid time off for employees with 1 year of service and 5 to 8 weeks for those with longer periods of service. In Boston, Cleveland, Los Angeles-Long Beach, and San Francisco most workers in each group could qualify for as many as 8 to 9 weeks of consolidated leave per year.

Benefits under separate holiday plans typically ranged from 6 to 12 days annually (tables 67 and 68). About one-fourth of the workers in each group received 8 days a year. Provisions, however, varied greatly among the areas studied separately. In Boston, for example, all workers received at least 10 days a year, while in Fort Worth-Arlington, where consolidated leave plans were predominant, workers were provided either 6 or 7 annual paid holidays.

Separate vacation plans typically provided at least 2 weeks of paid vacation after 1 year of service, 3 weeks after 5 years, and 4 weeks after 10 years (tables 69 and 70). Provisions for a fifth week of vacation covered about one-fourth of the nurses, typically after 20 years of service. About one-fifth of the technical, clerical, and service workers were provided 5 weeks' paid vacation after 25 years of service.

Paid leave for employees required to serve as jurors and for those attending the funerals of specified family members was available to more than nine-tenths of the workers in each group (tables 75 and 76). Such plans covered at least seven-eighths of the workers in each of the areas studied separately.

Virtually all workers in both occupational groups were offered life insurance coverage, usually wholly financed by the hospital (tables 71 and 72). Accidental death and dismemberment insurance plans covered four-fifths, and long-term disability coverage was available to about one-half of the workers in each group. Significant differences, however, were noted among the area studied separately. For example, long-term disability coverage ranged from about one-sixth of the nurses in Detroit, Fort Worth-Arlington, and Seattle to more than nine-tenths in Minneapolis-St. Paul and Washington, DC-MD-VA.

Short-term protection against the loss of income due to illness or injury was available to all of the workers covered by the survey. This protection was provided through paid sick leave, sickness and accident insurance, a consolidated leave plan, or a combination of these benefits. Sick leave plans providing full pay with no waiting period before benefits begin covered about two-thirds of the workers in each group. Sickness and accident insurance and sick leave under consolidated leave plans each were available to about one-fourth of the workers.

Hospitalization, surgical, and medical insurance was offered to 95 percent of the workers nationwide, and to all



workers in 10 areas. Nationally, membership in a health maintenance organization (HMO) was offered to about half of the workers in each group. HMO coverage, however, varied widely among the areas studied separately, ranging from one-fourth of the nurses and one-fifth of the technical, clerical, and service workers in Dallas to virtually all workers in Boston. About two-thirds of the workers in each group were employed in hospitals which had formal practices of providing free or discounted health care services to employees.

Dental care and alcohol and drug abuse treatment plans were offered to four-fifths or more of the workers in each group. Vision care insurance was available to one-fourth of the workers. Hearing care insurance plans covered one-eighth.

Seven-tenths of the nurses and technical, clerical, and service workers participated in a hospitalization, surgical, and medical insurance plan (table 73 and 74). An additional one-sixth of the workers in each group elected membership in a health maintenance organization. The relative importance of these two types of basic health care coverage varied substantially among the 18 areas studied separately. In San Francisco and Seattle, for example, three-fifths of the nurses participated in an HMO, compared with less than one-tenth of their counterparts in Houston and New York. Participation in the other health care benefits ranged from about one-tenth for hearing care to three-fourths for alcohol and drug abuse treatment.

A variety of plans were provided by the hospitals surveyed to assist employees in caring for their children. The most commonly reported child-care benefits were formal information and referral services that allow the employer to direct employees to the most suitable child-care providers. These plans covered 17 percent of the nurses and 15 percent of the technical, clerical, and service workers. Hospitals employing 14 percent of the registered nurses and 13 percent of the technical, clerical, and service workers sponsored a day care center either in or near the hospital. In most cases, the cost of these centers was shared by the employer and employees. At least partial reimbursement of child-care expenses through a flexible spending account, a voucher system, or other method was available to 9 percent of the nurses and 8 percent of the technical, clerical, and service workers. Plans providing other child care benefits, such as paying for babysitting expenses when employees work overtime, covered 6 percent of the nurses and 5 percent of other employees.

### Industry characteristics

The 3,759 hospitals employing 100 workers or more within the scope of the survey employed 3.1 million workers in March 1989 (table A-1). Employment in the 18 areas studied separately ranged from 14,000 in Fort Worth-Arlington to nearly 197,000 in New York. To-

gether, the areas selected for separate study accounted for about one-third of the industry's nationwide employment.

The 3.1 million workers covered by the survey represented more than nine-tenths of those employed by all private hospitals in the United States, as measured by the Bureau's Current Employment Statistics series. Federal, State, and local government hospitals, which were outside the scope of the survey, employed an additional 1.3 million civilian workers.

General hospitals, which offer a broad range of medical and surgical services, employed nine-tenths of the workers nationwide and at least seven-tenths of those in each of the areas studied separately (table 1). Hospitals specializing in the care of children (pediatric hospitals) and psychiatric hospitals accounted for most of the remainder. The mix of hospital specialties, however, varied among the areas. For example, psychiatric hospitals employed nearly one-fourth of the hospital workers in Atlanta. About one-sixth of the workers in Denver, Fort Worth-Arlington, and Seattle were employed by pediatric hospitals.

The average patient stay was 30 days or less in hospitals which employed 95 percent of the work force. These short-term hospitals accounted for most of the employees in general and pediatric hospitals. Employment in psychiatric hospitals, however, was evenly divided between short-term and long-term institutions. Long-term hospitals were relatively common in Atlanta, Boston, Denver, and St. Louis.

Church-related nonprofit hospitals employed just over one-third of the workers covered by the survey. Nearly one-half were employed by other nonprofit hospitals. For-profit, or proprietary hospitals accounted for about one-sixth of the work force. Proprietary hospitals were most common in Southern areas, where they employed from one-third to one-half of the workers in Atlanta, Dallas, and Houston. Church-related hospitals employed a majority of the workers in five areas—Chicago, Denver, Fort Worth-Arlington, St. Louis, and Seattle.

Nationwide, the average hospital employed about 800 workers. Average employment ranged from about 650 workers in Fort Worth-Arlington to nearly 2,000 workers in New York.

Large hospitals—those with 1,000 employees or more—employed about four-fifths of the workers nationwide and at least that proportion in each of the areas studied separately. In New York, Chicago, and Seattle, large hospitals employed virtually all of the workers.

In an effort to improve the efficiency of their operations, a number of hospitals have contracted with other firms to provide them with a variety of required services. Hospitals employing nearly one-half of the workers have contracted with others for laundry services, the function most commonly contracted out. Nationwide, emergency

room services were contracted out by hospitals employing about one-tenth of the workers. Contracting-out of other functions, such as nursing, pharmacy, housekeeping, and food services, was far less common. In general, contracting-out was more common in Baltimore, Washington, and San Francisco than in the other areas studied separately.

Seven-eighths of the full-time registered nurses and technical, clerical, and service workers were scheduled to work 40 hours per week (tables 63 and 64). About one-tenth of the workers in each group were scheduled to work 37.5 hours a week. In New York, a 35-hour schedule applied to about one-eighth of the nurses and one-sixth of the technical, clerical, and service workers.

Many private hospitals allow registered nurses to select alternative work schedules to better meet the employee's needs. The arrangements vary from hospital to hospital but typically include a compressed workweek, calling for two or three 12-hour shifts per week rather than a traditional 5-day workweek. These alternative work schedules were offered by hospitals employing one-half of the registered nurses covered by the survey. The plans were most common in the southern areas, where coverage ranged from three-fifths of the nurses in Baltimore to all of those in Atlanta. The survey was unable to develop re-

liable estimates of the proportion of workers actually electing these plans.

Hospitals employing nearly all of the registered nurses reported formal provisions for second- and third-shift work. Virtually all of the workers on late shifts received a premium above first-shift rates. For those receiving a cents-per-hour premium, second-shift differentials commonly fell between 25 cents and \$2 an hour; and for third shifts, between 75 cents and \$2.50 an hour. Employees paid a percentage premium typically received 10 percent for second-shift work and 12 to 15 percent for third shifts. At the time of the survey, about one-fourth of the nurses were employed on second shifts and about one-fifth on third shifts.

Nationwide about one-sixth of the registered nurses were employed by hospitals which had labor-management agreements covering a majority of their RN's (table 2). The proportion of nurses covered by such agreements ranged from none of the workers studied in seven areas to more than nine-tenths of those in Minneapolis-St. Paul and Seattle. Labor-management agreements also covered about one-sixth of the service workers (food service helpers, hospital cleaners, and laundry workers) and one-eighth of health care workers other than registered nurses.



**Table 1. Selected characteristics**

(Percent of all employees<sup>1</sup> in private hospitals by establishment characteristics, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Characteristic	United States (March)	Northeast			South					
		Boston (January)	New York (January)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth-Arlington (April)	Houston (April)	Washington (April)
All employees .....	100	100	100	100	100	100	100	100	100	100
Length of stay										
Short-term <sup>3</sup> .....	95	84	90	100	86	100	95	100	100	99
Long-term .....	5	16	10	-	14	-	5	-	-	1
Primary type of care										
General .....	90	80	79	86	72	96	84	82	97	83
Short-term .....	88	73	76	86	72	96	84	82	97	83
Long-term .....	2	7	3	-	-	-	-	-	-	-
Psychiatric .....	4	6	4	9	22	-	5	-	1	5
Short-term .....	2	1	-	9	9	-	-	-	1	5
Long-term .....	2	5	4	-	14	-	5	-	-	-
Pediatric .....	3	6	4	5	5	4	11	18	1	7
Short-term .....	3	6	1	5	5	4	11	18	1	6
Long-term .....	1	-	3	-	-	-	-	-	-	1
Other <sup>4</sup> .....	2	8	13	-	1	-	-	-	-	5
Short-term .....	2	3	13	-	1	-	-	-	-	5
Long-term .....	( <sup>5</sup> )	5	-	-	-	-	-	-	-	-
Type of ownership										
Proprietary .....	15	6	14	9	35	-	44	8	47	5
Private, nonprofit, church related .....	36	15	27	13	8	33	40	59	44	17
Private, nonprofit, other than church related .....	48	78	59	79	57	67	16	21	9	78
Other .....	( <sup>5</sup> )	-	-	-	-	-	-	12	-	-
Size of establishment										
100-249 employees .....	6	2	1	1	5	-	7	-	4	-
250-499 employees .....	9	5	1	5	18	4	14	17	16	9
500-999 employees .....	19	16	8	14	16	8	21	31	17	17
1,000-2,499 employees .....	40	34	30	39	24	49	42	32	10	30
2,500 employees or more .....	25	43	61	41	37	40	16	21	53	44
Contracting out of services <sup>6</sup>										
Nursing (excluding private nursing) .....	4	-	4	6	-	-	-	-	6	16
Pharmacy .....	5	1	1	-	4	-	2	-	11	15
Emergency room .....	9	3	1	20	4	39	-	-	-	6
Patient food service .....	5	-	5	-	-	14	-	-	( <sup>5</sup> )	18
Other food service .....	5	-	5	3	-	14	5	11	5	19
Laundry .....	47	60	50	33	52	21	41	45	48	27
Housekeeping .....	6	1	5	6	8	23	-	39	3	21

See footnotes at end of table.

**Table 1. Selected characteristics—Continued**

(Percent of all employees<sup>1</sup> in private hospitals by establishment characteristics, United States and 18 metropolitan areas<sup>2</sup> by month of survey, 1989)

Characteristic	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
All employees .....	100	100	100	100	100	100	100	100	100
Length of stay									
Short-term <sup>3</sup> .....	99	99	100	100	89	89	99	100	96
Long-term .....	1	1	-	-	11	11	1	-	4
Primary type of care									
General .....	96	97	91	96	95	73	90	96	85
Short-term .....	96	97	91	96	85	69	90	96	80
Long-term .....	-	-	-	-	11	4	-	-	4
Psychiatric .....	1	2	3	-	2	4	5	1	-
Short-term .....	1	2	3	-	2	4	3	1	-
Long-term .....	-	-	-	-	-	-	1	-	-
Pediatric .....	3	1	5	4	3	16	3	-	15
Short-term .....	3	-	5	4	3	16	3	-	15
Long-term .....	-	1	-	-	-	-	2	3	-
Other <sup>4</sup> .....	1	-	-	-	-	7	2	3	-
Short-term .....	-	-	-	-	-	1	2	3	-
Long-term .....	1	-	-	-	-	7	-	-	-
Type of ownership									
Proprietary .....	13	4	1	26	9	9	31	4	12
Private, nonprofit, church related .....	53	24	16	25	61	56	23	35	59
Private, nonprofit, other than church related .....	34	72	82	46	27	34	47	61	29
Other .....	-	-	-	3	3	-	-	-	-
Size of establishment									
100-249 employees .....	1	2	3	8	2	3	8	4	-
250-499 employees .....	1	6	2	3	4	8	8	3	3
500-999 employees .....	13	10	13	7	10	7	13	16	16
1,000-2,499 employees .....	47	48	37	42	43	83	47	45	32
2,500 employees or more .....	38	34	46	40	41	-	23	32	48
Contracting out of services <sup>5</sup>									
Nursing (excluding private nursing) .....	3	2	12	3	-	-	1	-	-
Pharmacy .....	2	3	13	5	-	7	-	4	-
Emergency room .....	6	7	4	7	7	-	8	9	-
Patient food service .....	3	-	4	9	17	1	12	65	-
Other food service .....	3	-	4	-	17	-	12	55	-
Laundry .....	47	37	62	42	40	46	70	55	94
Housekeeping .....	10	-	-	3	23	7	9	7	-

<sup>1</sup> Includes all full- and part-time employees within the scope of the survey.

<sup>4</sup> Includes facilities that provide hospital services for patients with chronic diseases or other specified types of illnesses.

<sup>5</sup> Less than 0.5 percent.

<sup>3</sup> Average patient stay is 30 days or less.

<sup>6</sup> May include duplicated number of employees.

**Table 2. Labor management contract coverage: Selected employee groups**

(Percent of workers in selected occupational groups<sup>1</sup> in hospitals covered by union contracts, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Area	Registered professional nurses	Other health care employees	Service employees
United States (March) .....	18	13	18
<b>Northeast</b>			
Boston (January) .....	34	18	-
New York (January) .....	77	77	77
Philadelphia (March) .....	9	11	16
<b>South</b>			
Atlanta (February) .....	14	-	-
Baltimore (April) .....	-	10	39
Dallas (April) .....	-	-	-
Fort Worth-Arlington (April) .....	-	-	-
Houston (April) .....	-	-	-
Washington (April) .....	41	36	43
<b>Midwest</b>			
Chicago (April) .....	3	18	27
Cleveland (March) .....	4	5	20
Detroit (March) .....	-	30	47
Minneapolis-St. Paul (March) .....	91	49	79
St. Louis (March) .....	-	-	-
<b>West</b>			
Denver (April) .....	-	-	-
Los Angeles-Long Beach (April) .....	15	10	9
San Francisco (March) .....	88	55	81
Seattle (March) .....	91	28	19

<sup>1</sup> Data relate to the provision covering a majority of workers in each of the three occupational groups, including both full- and part-time employees. The base of the percents (100 percent) is all workers matched in any occupation in the cate-

gory, except that supervisors of nurses are excluded from the registered professional nurses category.

<sup>2</sup> For definition of individual areas, see footnote 1, tables 9-62.



**Table 3. Occupational average earnings: Full-time health care occupations**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	United States (March)			Northeast				South						
	Number of workers	Average weekly earnings	Boston (January)		New York (January)		Philadelphia (March)		Atlanta (February)		Baltimore (April)		Dallas (April)	
			Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
<b>Registered professional nurses</b>														
Supervisors of nurses .....	11,758	\$714.50	39	\$884.00	1,083	\$832.00	397	\$766.50	93	\$776.50	111	\$764.00	103	\$726.50
Head nurses .....	32,777	688.00	791	890.00	2,258	725.50	1,360	710.50	301	728.00	507	724.50	412	637.00
Clinical specialists .....	4,925	713.00	171	934.50	862	724.50	194	714.50	-	-	207	712.50	51	689.50
Level III .....	4,237	708.00	114	915.50	838	718.00	192	714.00	58	725.50	169	696.00	29	670.00
Level IV .....	526	781.00	57	973.00	-	-	-	-	-	-	-	-	-	-
Nurse anesthetists .....	3,491	922.50	47	1,067.50	279	814.00	178	912.00	-	-	76	914.50	46	861.50
Level III .....	3,461	921.00	47	1,067.50	279	814.00	178	912.00	-	-	76	914.50	46	861.50
Nurse practitioners .....	1,626	714.50	103	850.50	103	787.00	23	716.50	-	-	91	702.50	-	-
Level II .....	178	543.50	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	1,226	719.50	84	813.00	100	792.00	13	728.00	-	-	85	701.00	-	-
Level IV .....	184	856.00	-	-	-	-	-	-	-	-	-	-	-	-
Nursing instructors .....	6,101	635.00	150	845.50	422	746.00	357	677.00	32	684.50	86	694.00	55	615.00
Staff nurses .....	371,358	554.50	8,177	700.00	20,346	602.00	14,372	595.50	3,302	571.50	6,151	578.50	4,079	514.50
Level I .....	6,882	498.00	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	342,651	551.50	7,979	702.50	19,494	603.00	13,779	596.50	2,408	551.00	5,395	566.00	3,450	506.00
Level II-specialists .....	18,295	617.00	-	-	38	722.50	73	687.50	506	615.00	744	667.50	408	555.50
Level III .....	2,883	678.50	-	-	175	619.50	-	-	-	-	-	-	-	-
<b>Other health care occupations</b>														
Dietitians .....	5,673	507.00	149	517.50	490	529.00	171	498.50	55	502.50	82	481.50	51	475.50
Licensed practical nurses .....	91,166	368.00	615	492.00	2,355	443.50	2,262	423.50	457	357.00	635	391.50	781	341.00
Level I .....	4,838	318.50	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	83,573	368.00	609	492.50	2,289	443.50	2,244	423.50	448	355.50	635	391.50	696	334.50
Level III .....	2,552	457.50	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians .....	12,675	409.50	237	451.00	685	458.50	605	441.50	65	378.00	142	416.50	72	342.00
<b>Medical machine operating technicians</b>														
Level I .....	39,724	431.00	618	492.00	1,907	478.50	1,479	462.50	325	502.00	542	438.00	406	407.00
Level II .....	6,923	316.50	118	347.00	325	388.50	243	363.50	27	302.50	107	312.00	76	293.50
Level III .....	15,446	413.00	184	471.00	868	457.00	548	436.50	40	430.00	168	397.50	182	402.00
Level IV .....	16,506	492.50	309	554.00	702	546.00	668	516.50	249	530.50	243	506.50	148	471.50
Diagnostic medical sonographers .....	250	582.50	7	777.50	-	-	-	-	-	-	24	594.00	-	-
Level I .....	3,971	501.50	64	606.00	175	560.00	131	545.00	23	538.00	68	572.00	31	463.00
Level II .....	82	375.00	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	904	453.50	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	2,796	516.50	56	591.00	145	564.50	119	537.50	15	548.00	44	560.00	27	463.50
EEG technicians .....	112	606.50	-	-	-	-	-	-	-	-	24	594.00	-	-
Level I .....	2,001	387.00	33	467.50	82	440.50	88	417.50	-	-	20	442.00	24	356.00
Level II .....	499	306.50	-	-	-	-	11	394.50	-	-	-	-	14	321.00
Level III .....	1,370	406.50	33	467.50	63	426.50	77	420.50	-	-	-	-	8	397.00
Level IV .....	111	509.50	-	-	-	-	-	-	-	-	7	517.50	-	-

See footnotes at end of table.

**Table 3. Occupational average earnings: Full-time health care occupations —Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas<sup>2</sup> by month of survey, 1989)

Occupation and level	United States (March)		Northeast						South					
	Number of workers	Average weekly earnings	Boston (January)		New York (January)		Philadelphia (March)		Atlanta (February)		Baltimore (April)		Dallas (April)	
			Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
EKG technicians .....	5,628	\$337.50	139	\$352.00	472	\$392.00	304	\$378.50	20	\$292.00	88	\$307.00	49	\$285.00
Level I .....	3,629	313.00	113	343.50	265	384.00	232	362.50	20	292.00	75	292.00	45	268.00
Level II .....	1,635	374.50	26	391.00	203	402.00	60	415.00	-	-	10	366.50	-	-
Level III .....	201	483.50	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	38	550.50	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....	24,404	446.50	341	526.00	1,053	511.00	924	481.50	241	527.50	319	453.50	278	426.00
Level I .....	1,795	328.50	-	-	45	437.50	-	-	-	-	14	336.00	-	-
Level II .....	9,987	416.00	109	487.00	478	486.00	393	440.50	-	-	138	398.50	166	399.00
Level III .....	12,309	486.00	230	546.00	524	540.50	531	512.00	224	530.00	181	495.50	98	484.50
Level IV .....	61	566.50	-	-	-	-	-	-	-	-	-	-	-	-
Medical records administrators .....	2,770	615.00	63	715.50	92	795.50	84	642.50	31	483.50	27	626.50	26	570.50
Medical records technicians .....	11,707	343.50	111	406.00	598	415.50	356	365.50	155	319.50	91	355.50	113	317.00
Medical social workers .....	10,338	523.50	338	537.00	1,370	606.50	437	492.50	114	474.50	248	499.50	68	494.00
Medical technologists .....	36,878	517.50	1,003	582.00	2,498	535.00	1,025	507.50	375	521.00	734	490.50	492	460.00
Nuclear medical technologists .....	4,337	512.50	67	590.50	221	575.50	167	516.50	38	537.50	78	519.00	38	462.00
Nursing assistants .....	104,209	281.00	3,185	337.00	11,035	354.50	3,126	343.00	811	269.00	2,063	277.00	972	232.50
Level I .....	5,355	260.50	55	292.50	993	338.00	-	-	-	-	104	236.00	129	236.00
Level II .....	85,306	275.50	2,123	328.50	9,347	355.00	2,365	335.00	697	262.50	1,586	275.00	448	215.00
Level III .....	11,147	317.50	963	352.00	530	378.50	669	355.50	114	309.50	344	293.50	-	-
Level IV .....	1,993	354.50	44	450.00	-	-	-	-	-	-	-	-	-	-
Occupational therapists .....	5,326	549.00	332	515.00	259	607.50	159	512.50	-	-	121	521.50	47	514.00
Pharmacists .....	17,667	743.50	288	682.50	904	750.00	580	703.00	213	730.00	301	740.00	223	719.50
Pharmacy technicians .....	14,665	309.00	219	335.00	314	382.00	462	366.50	188	318.00	277	316.00	255	268.00
Physical therapists' supervisors .....	1,913	747.50	81	705.50	83	819.00	65	677.50	23	704.50	24	695.00	19	701.00
Physical therapists .....	8,983	583.50	512	523.00	618	600.00	220	545.50	102	589.00	177	549.50	74	574.50
Radiation therapy technologists .....	2,774	502.00	57	594.50	160	622.50	115	496.50	29	473.50	78	511.50	58	470.00
Radiographers' supervisors .....	3,633	592.50	49	745.50	166	732.50	93	564.50	23	558.50	43	608.50	29	533.00
(x-ray) .....	24,882	441.00	302	545.00	1,213	592.50	941	433.50	187	426.50	331	453.50	284	409.50
Radiographers (x-ray) .....	1,997	556.50	88	547.00	134	603.00	56	548.00	-	-	-	-	-	-
Speech pathologists .....	15,043	365.50	187	432.00	440	419.00	295	424.50	133	345.50	246	362.00	186	346.00
Surgical technologists .....	54,063	303.00	768	354.00	3,146	357.50	1,817	346.50	544	301.00	864	296.00	638	267.00
Unit secretaries .....														

See footnotes at end of table.

**Table 3. Occupational average earnings: Full-time health care occupations —Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	United States (March)		Northeast						South					
	Number of workers	Average weekly earnings	Boston (January)		New York (January)		Philadelphia (March)		Atlanta (February)		Baltimore (April)		Dallas (April)	
			Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
Office clerical occupations	21,150	\$298.00	243	\$353.50	735	\$375.00	600	\$349.50	198	\$279.50	401	\$305.00	331	\$278.00
	13,689	342.50	130	388.00	389	394.50	250	366.50	74	383.00	159	341.50	169	341.50
	2,944	343.50	65	373.00	191	389.50	123	366.50	29	277.50	31	317.00	43	350.00
	10,816	294.50	171	333.00	538	380.50	267	344.50	120	259.00	125	292.50	120	251.00
Service occupations														
	42,574	259.50	861	291.00	2,176	365.50	1,414	331.00	356	240.00	395	264.50	354	204.50
	89,094	266.50	1,910	286.50	5,938	352.00	3,075	332.00	694	239.00	958	256.00	906	211.50
	11,220	274.50	241	305.00	710	349.50	558	345.00	121	247.50	180	277.50	119	223.00

See footnotes at end of table.



**Table 3. Occupational average earnings: Full-time health care occupations —Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	South—Continued						Midwest					
	Fort Worth—Arlington (April)		Houston (April)		Washington (April)		Chicago (April)		Cleveland (March)		Detroit (March)	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
<b>Registered professional nurses</b>												
Supervisors of nurses .....	66	\$763.50	134	\$793.00	131	\$880.50	273	\$800.00	111	\$734.50	94	\$757.00
Head nurses .....	220	663.50	469	714.50	591	805.00	1,387	712.50	359	726.00	604	698.00
Clinical specialists .....	55	656.50	-	-	149	822.50	332	672.50	-	-	271	709.00
Level III .....	55	656.50	-	-	141	820.50	177	717.00	-	-	105	675.50
Level IV .....	-	-	-	-	-	-	-	-	-	-	166	730.00
Nurse anesthetists .....	48	1,077.00	-	-	26	934.50	225	884.50	93	1,003.50	286	1,007.50
Level III .....	48	1,077.00	-	-	22	916.00	199	856.50	93	1,003.50	286	1,007.50
Nurse practitioners .....	-	-	-	-	60	715.00	61	655.50	-	-	24	731.50
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	57	716.50	30	643.00	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Nursing instructors .....	33	623.00	105	652.50	93	754.00	233	641.50	78	698.00	123	650.50
Staff nurses .....	2,028	536.50	5,292	553.00	6,454	623.00	17,875	560.50	5,149	598.50	7,876	560.50
Level I .....	-	-	-	-	168	547.50	-	-	-	-	-	-
Level II .....	2,010	536.00	4,995	554.50	5,939	621.00	16,225	556.00	4,838	594.00	7,561	559.50
Level II-specialists .....	-	-	203	574.50	308	695.00	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	285	659.50	-	-	-	-
<b>Other health care occupations</b>												
Dietitians .....	34	439.00	97	468.50	63	543.50	301	487.00	73	559.00	135	539.50
Licensed practical nurses .....	782	348.50	1,949	369.50	572	428.00	1,982	392.00	1,343	402.00	1,599	409.50
Level I .....	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	739	346.50	1,750	369.00	506	429.00	1,844	392.00	1,174	403.50	1,599	409.50
Level III .....	-	-	43	418.00	37	454.00	-	-	-	-	-	-
Medical laboratory technicians .....	91	345.50	171	354.00	192	424.50	865	404.00	227	401.50	177	392.50
Medical machine operating technicians .....	235	385.50	672	431.00	680	465.00	1,913	406.00	487	451.50	1,021	440.00
Level I .....	44	306.50	75	303.00	110	350.50	306	317.00	71	351.00	90	333.50
Level II .....	132	386.50	358	414.00	187	412.00	755	385.00	173	427.00	473	410.50
Level III .....	59	442.50	239	496.00	377	523.00	792	463.00	208	497.50	450	491.00
Level IV .....	-	-	-	-	6	563.00	-	-	35	502.00	-	-
Diagnostic medical sonographers .....	11	450.00	58	497.50	63	568.50	201	490.50	56	502.50	105	494.00
Level I .....	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	-	-	15	420.50	-	-	26	477.50	-	-	27	440.50
Level III .....	6	467.00	41	530.50	59	568.00	173	490.00	35	513.50	78	512.50
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
EEG technicians .....	6	326.50	38	335.50	29	428.00	117	395.50	59	419.50	26	394.50
Level I .....	-	-	16	277.00	-	-	33	348.00	-	-	9	368.00
Level II .....	-	-	22	378.00	19	426.50	64	387.00	45	442.00	15	405.00
Level III .....	-	-	-	-	6	476.00	-	-	-	-	-	-

See footnotes at end of table.

**Table 3. Occupational average earnings: Full-time health care occupations —Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	South—Continued						Midwest					
	Fort Worth—Arlington (April)		Houston (April)		Washington (April)		Chicago (April)		Cleveland (March)		Detroit (March)	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
EKG technicians .....	9	\$267.50	98	\$326.50	83	\$360.00	429	\$326.50	90	\$368.00	242	\$369.00
Level I .....	8	257.00	39	277.50	72	348.50	200	290.50	44	347.00	74	329.50
Level II .....	-	-	54	345.50	7	419.00	190	361.00	40	380.00	139	365.00
Level III .....	-	-	-	-	-	-	11	401.50	-	-	29	487.00
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....	197	391.00	458	452.00	406	482.50	1,122	426.50	261	475.50	595	460.00
Level I .....	31	320.00	15	367.00	-	-	49	410.50	-	-	-	-
Level II .....	113	388.00	263	429.00	118	420.50	455	392.00	82	441.50	268	432.50
Level III .....	53	439.50	180	492.00	264	521.50	598	453.50	147	497.00	312	486.00
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Medical records administrators .....	14	649.50	31	726.00	39	733.50	80	604.50	30	608.00	59	628.00
Medical records technicians .....	107	328.00	58	314.50	163	412.00	445	382.00	113	372.00	150	390.50
Medical social workers .....	77	450.50	70	503.50	285	556.00	524	521.00	148	548.50	318	556.50
Medical technologists .....	229	474.50	542	487.50	696	530.00	2,313	487.00	487	548.00	641	521.50
Nuclear medical technologists .....	12	514.00	79	508.00	61	555.00	184	476.00	55	500.50	101	506.00
Nursing assistants .....	-	-	1,093	251.50	1,594	324.00	3,586	291.50	762	329.00	1,463	302.50
Level I .....	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	244	217.00	661	246.50	1,050	312.50	3,358	290.50	620	321.50	1,328	297.50
Level III .....	-	-	-	-	-	-	-	-	-	-	55	365.50
Level IV .....	-	-	-	-	242	363.00	-	-	-	-	-	-
Occupational therapists .....	26	535.50	64	517.00	-	-	360	504.50	67	551.50	140	528.00
Pharmacists .....	116	715.50	310	691.00	244	750.50	858	707.00	175	767.50	449	724.00
Pharmacy technicians .....	84	266.00	283	287.50	271	357.50	756	338.50	213	375.50	469	323.00
Physical therapists' supervisors .....	-	-	41	714.50	50	740.00	77	757.00	18	750.00	32	747.00
Physical therapists .....	62	550.50	102	577.50	243	581.50	475	561.00	89	605.00	147	600.50
Radiation therapy technologists .....	-	-	19	564.00	30	548.50	126	448.50	28	506.50	55	490.50
Radiographers' supervisors .....	-	-	-	-	-	-	-	-	-	-	-	-
(x-ray) .....	13	505.50	76	600.00	49	680.00	129	595.50	44	582.50	88	571.50
Radiographers (x-ray) .....	151	431.00	352	416.50	380	510.00	1,155	423.00	351	441.00	651	443.00
Speech pathologists .....	13	485.50	18	518.00	60	547.00	147	554.00	19	539.00	51	571.50
Surgical technologists .....	-	-	295	341.50	193	393.00	473	363.50	115	414.00	411	375.50
Unit secretaries .....	312	252.00	839	279.00	1,028	343.50	2,505	331.50	877	339.50	1,471	319.50

See footnotes at end of table.

**Table 3. Occupational average earnings: Full-time health care occupations —Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	South—Continued						Midwest					
	Fort Worth-Arlington (April)		Houston (April)		Washington (April)		Chicago (April)		Cleveland (March)		Detroit (March)	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
<b>Office clerical occupations</b>												
Admitting clerks .....	145	\$263.50	429	\$308.50	313	\$339.00	716	\$319.50	217	\$340.50	482	\$312.00
Medical transcriptionists .....	91	364.00	147	381.50	109	397.00	475	365.00	143	361.50	237	362.50
Payroll clerks .....	-	-	42	363.50	46	386.00	125	365.00	41	359.00	80	345.00
Switchboard operators .....	82	253.50	176	264.50	163	323.00	517	298.00	98	322.50	148	321.50
<b>Service occupations</b>												
Food service helpers .....	293	223.50	527	219.00	542	282.50	1,861	288.00	562	296.50	881	284.00
Hospital cleaners .....	379	205.00	1,255	211.50	1,356	287.00	4,426	295.00	1,110	303.50	2,063	286.50
Laundry workers .....	66	213.00	88	235.00	219	297.00	405	293.00	172	316.50	120	289.00

See footnotes at end of table.



**Table 3. Occupational average earnings: Full-time health care occupations —Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	Midwest—Continued				West							
	Minneapolis-St. Paul (March)		St. Louis (March)		Denver (April)		Los Angeles-Long Beach (April)		San Francisco (March)		Seattle (March)	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
Registered professional nurses												
Supervisors of nurses .....	28	\$751.00	110	\$715.00	28	\$873.50	270	\$897.00	54	\$892.50	-	-
Head nurses .....	363	701.00	388	709.50	216	745.50	503	840.50	132	822.50	257	\$735.00
Clinical specialists .....	13	661.50	54	720.00	55	701.00	159	763.50	20	842.50	100	698.00
Level III .....	13	661.50	49	702.50	55	701.00	148	759.00	20	842.50	100	698.00
Level IV .....	-	-	-	-	-	-	11	821.00	-	-	-	-
Nurse anesthetists .....	319	968.00	34	937.50	19	899.50	-	-	-	-	-	-
Level III .....	319	968.00	34	937.50	19	899.50	-	-	-	-	-	-
Nurse practitioners .....	40	657.50	24	629.50	67	746.50	27	912.50	-	-	17	632.50
Level II .....	-	-	-	-	-	-	-	-	-	-	11	601.50
Level III .....	38	659.50	24	629.50	67	746.50	18	941.00	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Nursing instructors .....	27	636.00	118	628.50	30	673.00	49	792.50	-	-	15	699.50
Staff nurses .....	2,443	575.50	6,148	522.50	2,992	563.00	9,030	676.00	1,659	725.50	2,214	562.50
Level I .....	-	-	-	-	-	-	228	578.00	-	-	-	-
Level II .....	2,341	575.50	5,667	517.00	2,854	559.50	7,130	668.50	1,565	729.00	2,189	561.50
Level II-specialists .....	72	604.00	418	569.00	-	-	1,619	718.00	-	-	-	-
Level III .....	-	-	-	-	-	-	53	782.00	-	-	-	-
Other health care occupations												
Dietitians .....	33	518.50	83	502.50	28	528.00	132	587.00	32	604.00	40	542.50
Licensed practical nurses .....	340	394.50	1,092	382.00	222	391.00	1,921	424.50	236	480.50	128	370.00
Level I .....	-	-	-	-	-	-	201	400.00	-	-	-	-
Level II .....	340	394.50	945	377.00	220	390.50	1,708	427.00	236	480.50	98	376.50
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians .....	110	396.50	194	389.00	67	430.00	419	452.50	-	-	27	428.00
Medical machine operating technicians .....												
Level I .....	260	444.00	482	408.00	236	458.00	990	508.00	225	566.50	276	470.00
Level II .....	38	373.00	98	299.00	39	370.00	114	390.50	-	-	-	-
Level III .....	131	432.50	187	382.50	57	426.50	287	485.00	30	475.50	61	441.00
Level IV .....	87	485.00	193	486.00	140	495.50	530	541.50	143	612.00	147	520.50
Diagnostic medical sonographers .....	-	-	-	-	-	-	14	642.50	-	-	-	-
Level I .....	31	500.50	49	448.50	28	486.50	72	600.50	16	596.50	32	533.00
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	18	625.50	-	-	-	-
Level IV .....	28	510.00	37	486.00	28	486.50	44	589.50	15	603.50	32	533.00
EEG technicians .....	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	12	410.00	27	344.50	15	449.00	40	465.50	7	473.50	-	-
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	23	350.00	11	454.00	25	464.50	-	-	-	-

See footnotes at end of table.

**Table 3. Occupational average earnings: Full-time health care occupations —Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	Midwest—Continued				West							
	Minneapolis— St. Paul (March)		St. Louis (March)		Denver (April)		Los Angeles— Long Beach (April)		San Francisco (March)		Seattle (March)	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
EKG technicians .....	22	\$333.00	70	\$316.50	27	\$368.00	175	\$393.00	-	-	23	\$345.00
Level I .....	17	311.00	52	293.50	27	368.00	90	372.00	-	-	11	313.50
Level II .....	-	-	-	-	-	-	77	408.50	10	\$444.50	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....	143	461.50	296	433.00	148	467.50	664	530.00	143	602.00	140	494.50
Level I .....	-	-	21	321.50	-	-	14	455.00	-	-	-	-
Level II .....	78	451.00	125	387.50	41	425.00	147	513.50	-	-	35	462.50
Level III .....	46	471.00	150	486.00	97	494.50	463	536.50	113	610.50	82	515.00
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Medical records administrators .....	19	683.50	28	641.00	10	799.50	53	793.00	10	706.50	12	693.00
Medical records technicians .....	95	386.00	130	352.00	70	391.50	238	414.00	54	464.00	72	429.50
Medical social workers .....	107	516.00	162	502.50	143	569.50	161	600.00	74	650.00	78	543.50
Medical technologists .....	352	540.50	620	516.00	265	545.00	906	688.50	93	726.50	297	520.50
Nuclear medical technologists .....	30	534.50	67	494.50	22	528.50	67	637.50	12	636.00	31	531.00
Nursing assistants .....	465	300.50	1,412	268.00	543	333.50	2,350	308.50	243	397.00	112	314.50
Level I .....	-	-	-	-	-	-	248	287.50	-	-	-	-
Level II .....	424	301.50	1,289	263.50	-	-	2,056	310.00	189	399.00	73	324.00
Level III .....	-	-	88	324.50	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists .....	87	523.50	67	494.00	100	528.00	189	596.00	48	663.50	86	518.50
Pharmacists .....	169	740.00	240	698.00	130	730.00	520	939.50	230	855.50	191	767.50
Pharmacy technicians .....	107	332.00	206	323.00	61	350.50	425	377.00	71	471.50	139	362.50
Physical therapists' supervisors .....	31	654.50	22	639.50	17	700.00	40	929.00	7	834.50	21	660.00
Physical therapists .....	147	527.50	190	485.00	169	548.00	253	755.50	104	671.00	163	540.50
Radiation therapy technologists .....	30	532.50	16	480.50	-	-	83	611.00	10	634.00	29	526.50
Radiographers' supervisors (x-ray) .....	27	624.00	39	646.00	17	692.50	41	688.00	6	793.50	10	634.00
Radiographers (x-ray) .....	257	469.50	369	434.00	154	453.00	462	542.50	87	586.00	137	458.50
Speech pathologists .....	38	531.50	24	505.50	55	544.00	50	634.00	24	664.50	23	557.00
Surgical technologists .....	238	383.00	144	364.50	74	395.00	349	413.00	58	460.00	146	382.00
Unit secretaries .....	452	343.00	1,000	306.00	308	349.00	1,100	340.50	133	431.00	219	352.00

See footnotes at end of table.

**Table 3. Occupational average earnings: Full-time health care occupations —Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	Midwest—Continued				West								
	Minneapolis-St. Paul (March)		St. Louis (March)		Denver (April)		Los Angeles-Long Beach (April)		San Francisco (March)		Seattle (March)		
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	
Office clerical occupations	Admitting clerks .....	127	\$299.00	294	\$291.50	115	\$347.50	696	\$357.00	81	\$426.00	97	\$325.50
	Medical transcriptionists .....	133	353.00	202	351.50	89	397.50	378	444.50	66	496.50	207	377.00
	Payroll clerks .....	27	365.00	48	336.50	28	380.00	59	391.50	—	—	19	397.00
	Switchboard operators .....	121	314.00	170	295.50	78	309.50	294	323.00	130	414.00	42	334.00
Service occupations	Food service helpers .....	249	305.50	476	259.00	272	277.50	871	277.00	119	389.00	164	275.00
	Hospital cleaners .....	827	303.00	1,567	251.50	693	277.00	2,146	299.00	778	400.50	631	303.00
	Laundry workers .....	118	301.00	165	259.00	79	281.00	71	308.00	34	390.00	—	—

<sup>1</sup> Average weekly earnings reflect salaries paid for the standard workweek and are rounded to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance

bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>2</sup> For definition of individual areas, see footnote 1, tables 9-62.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation may include data for subclassifications not shown separately.



**Table 4. Occupational average earnings: Part-time health care occupations**

(Number of employees and average hourly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	United States (March)		Northeast				South									
	Number of workers	Average hourly earnings	Boston (January)		New York (January)		Philadelphia (March)		Atlanta (February)		Baltimore (April)		Dallas (April)			
			Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings		
Registered professional nurses	Staff nurses .....	214,374	\$14.50	6,576	\$19.17	3,387	\$16.70	5,802	\$15.56	1,417	\$15.06	3,597	\$15.16	580	\$13.52	
	Level I .....	2,963	13.24	-	-	-	-	-	-	-	-	-	-	-	-	
	Level II .....	201,449	14.42	6,479	19.15	3,149	16.73	5,632	15.55	1,057	14.47	3,339	14.95	526	13.44	
	Level II-specialists .....	8,009	16.20	-	-	-	-	-	-	-	-	236	17.75	33	14.54	
	Level III .....	1,569	17.35	39	24.10	-	-	-	-	-	-	22	20.46	-	-	
Other health care occupations	Dietitians .....	1,798	12.67	54	13.28	72	13.61	21	13.51	-	-	19	12.04	-	-	
	Licensed practical nurses .....	42,121	9.48	601	12.33	397	12.22	976	10.74	105	8.35	250	10.10	115	9.64	
	Medical laboratory technicians .....	5,451	10.26	199	11.48	170	12.52	522	10.71	18	8.03	106	9.57	-	-	
	Medical machine operating technicians .....	14,638	10.62	341	11.61	452	11.67	643	10.95	32	11.29	199	10.35	48	11.13	
	Diagnostic medical sonographers .....	1,052	13.23	24	15.42	12	14.47	35	12.88	-	-	-	-	-	-	
	EEG technicians .....	729	8.90	12	11.73	11	10.65	18	10.11	-	-	-	-	-	-	
	EKG technicians .....	2,745	8.09	105	8.21	200	10.01	251	8.53	8	7.43	58	7.18	-	-	
	Respiratory therapists .....	9,072	11.24	199	12.96	223	13.09	333	12.59	16	13.11	113	11.64	32	11.89	
	Medical records administrators .....	130	11.49	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical records technicians .....	2,207	8.16	67	9.85	35	11.67	57	8.69	37	8.55	-	-	-	-	-
	Medical social workers .....	2,775	13.70	167	14.93	321	17.17	83	12.29	18	12.96	98	12.33	-	-	-
	Medical technologists .....	14,148	13.11	613	14.10	773	14.52	834	12.98	82	13.68	369	12.14	64	12.32	
	Nuclear medical technologists .....	853	12.37	24	13.85	8	15.36	27	13.46	-	-	35	12.96	-	-	-
	Nursing assistants .....	38,906	6.61	1,274	8.21	1,124	8.82	1,167	7.96	200	6.14	623	6.30	52	5.74	
	Occupational therapists .....	1,255	14.51	52	13.87	11	18.25	23	13.89	-	-	17	15.02	-	-	-
	Pharmacists .....	5,298	18.33	172	17.15	156	19.12	314	16.92	35	17.96	108	18.19	-	-	-
	Pharmacy technicians .....	6,130	7.69	192	7.94	57	10.32	271	8.87	41	7.12	125	7.34	19	6.95	
	Physical therapists' supervisors .....	182	18.08	-	-	-	-	-	-	-	-	-	-	-	-	-
	Physical therapists .....	2,763	16.18	117	15.15	62	18.24	64	17.20	-	-	38	16.41	11	16.24	-
	Radiation therapy technologists .....	463	11.33	10	16.60	20	15.57	30	11.67	-	-	9	13.65	-	-	-
	Radiographers' supervisors (x-ray) .....	178	13.57	-	-	-	-	-	-	-	-	-	-	-	-	-
	Radiographers (x-ray) .....	10,171	11.08	356	13.96	322	16.13	465	10.84	50	11.23	249	11.47	58	10.06	-
	Speech pathologists .....	962	14.71	-	-	39	16.26	18	14.99	-	-	7	14.19	-	-	-
	Surgical technologists .....	3,270	9.15	75	10.81	46	11.59	25	10.03	-	-	24	9.35	16	8.36	-
	Unit secretaries .....	27,186	7.50	958	8.18	849	9.11	1,160	8.41	99	7.44	579	6.84	51	6.08	-

See footnotes at end of table.

**Table 4. Occupational average earnings: Part-time health care occupations —Continued**

(Number of employees and average hourly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	United States (March)		Northeast						South					
	Number of workers	Average hourly earnings	Boston (January)		New York (January)		Philadelphia (March)		Atlanta (February)		Baltimore (April)		Dallas (April)	
			Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Office clerical occupations	11,857	\$7.39	359	\$8.40	308	\$9.65	560	\$8.21	39	\$6.97	235	\$7.04	88	\$6.95
	4,997	8.54	158	9.93	93	11.17	178	9.04	24	8.30	93	7.99	10	8.83
	357	8.42	11	9.28	14	10.50	14	8.36	-	-	8	7.33	-	-
	8,203	7.04	371	7.63	369	9.70	334	7.96	64	6.11	135	6.35	56	5.71
Service occupations	33,335	5.98	1,371	6.25	1,169	8.62	1,414	7.51	-	-	510	5.38	24	5.54
	21,830	6.22	1,096	6.64	884	8.66	811	7.64	68	5.11	108	5.30	39	5.76
	1,814	5.69	41	6.57	50	8.65	67	7.61	-	-	52	5.38	-	-

See footnotes at end of table.

**Table 4. Occupational average earnings: Part-time health care occupations —Continued**

(Number of employees and average hourly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	South—Continued						Midwest					
	Fort Worth—Arlington (April)		Houston (April)		Washington (April)		Chicago (April)		Cleveland (March)		Detroit (March)	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Registered professional nurses</b>												
Staff nurses .....	439	\$14.12	1,261	\$15.43	3,408	\$15.84	7,973	\$14.56	2,777	\$14.91	2,936	\$14.22
Level I .....	—	—	—	—	—	—	—	—	—	—	—	—
Level II .....	439	14.12	1,167	15.41	3,299	15.84	7,621	14.49	2,693	14.85	2,834	14.19
Level II-specialists .....	—	—	—	—	34	17.04	—	—	—	—	—	—
Level III .....	—	—	—	—	—	—	105	16.52	—	—	21	21.97
<b>Other health care occupations</b>												
Dietitians .....	12	10.36	19	10.98	10	12.62	67	11.92	27	13.40	32	13.19
Licensed practical nurses .....	144	8.88	233	9.85	170	11.11	546	9.65	636	9.96	568	10.37
Medical laboratory technicians .....	16	8.66	49	7.81	150	10.28	271	10.13	124	9.63	57	8.50
Medical machine operating technicians .....	68	10.07	100	9.50	197	11.62	549	9.84	163	10.82	270	10.66
Diagnostic medical sonographers .....	8	10.83	—	—	21	14.29	67	13.22	16	12.35	45	13.07
EKG technicians .....	—	—	—	—	—	8.45	26	8.45	6	10.28	19	8.68
EKG technicians .....	—	—	36	6.40	23	8.55	176	7.66	28	8.75	67	8.55
Respiratory therapists .....	60	9.97	54	11.35	119	12.04	268	10.50	113	11.15	111	11.31
Medical records administrators .....	—	—	—	—	—	—	—	—	—	—	—	—
Medical records technicians .....	31	6.76	—	—	22	9.40	87	9.04	14	9.44	24	10.10
Medical social workers .....	—	—	15	12.92	68	13.36	107	13.22	24	12.77	38	13.76
Medical technologists .....	96	11.88	204	12.04	266	12.60	694	12.12	256	13.07	213	13.16
Nuclear medical technologists .....	—	—	8	12.65	10	13.32	63	12.01	17	12.52	22	12.65
Nursing assistants .....	238	6.34	223	5.66	587	7.10	923	7.11	281	7.46	593	7.52
Occupational therapists .....	—	—	—	—	27	15.41	53	14.95	9	14.58	42	13.91
Pharmacists .....	42	16.30	49	16.83	86	18.58	248	17.36	36	18.31	135	17.67
Pharmacy technicians .....	61	5.79	141	5.86	96	8.11	388	7.57	60	8.87	131	7.64
Physical therapists' supervisors .....	—	—	—	—	—	—	—	—	—	—	—	—
Physical therapists .....	21	13.20	32	16.05	51	15.37	86	15.98	29	15.03	41	16.87
Radiation therapy technologists .....	—	—	—	—	—	—	22	12.11	—	—	7	12.44
Radiographers' supervisors (x-ray) .....	—	—	—	—	—	—	—	—	—	—	—	—
Radiographers (x-ray) .....	57	10.34	87	10.14	214	12.21	471	10.21	157	10.79	235	10.79
Speech pathologists .....	—	—	—	—	10	15.38	38	16.06	—	—	31	14.46
Surgical technologists .....	—	—	19	8.36	12	9.40	114	9.58	25	9.92	22	9.73
Unit secretaries .....	32	6.13	109	6.09	583	7.54	979	7.89	489	8.02	656	7.81

See footnotes at end of table.



**Table 4. Occupational average earnings: Part-time health care occupations —Continued**

(Number of employees and average hourly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas<sup>2</sup> by month of survey, 1969)

Occupation and level	South—Continued						Midwest					
	Fort Worth-Arlington (April)		Houston (April)		Washington (April)		Chicago (April)		Cleveland (March)		Detroit (March)	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
<b>Office clerical occupations</b>												
Admitting clerks .....	23	\$6.08	62	\$6.98	191	\$7.72	423	\$7.26	129	\$8.01	235	\$7.46
Medical transcriptionists .....	20	8.50	23	9.36	57	9.16	116	8.99	46	8.60	75	9.10
Payroll clerks .....	-	-	-	-	-	-	14	8.65	10	8.00	-	-
Switchboard operators .....	20	5.71	71	6.17	142	6.84	252	6.80	102	7.69	141	7.31
<b>Service occupations</b>												
Food service helpers .....	154	4.79	317	4.72	543	6.11	1,366	6.03	433	6.75	831	6.66
Hospital cleaners .....	-	-	329	4.64	252	6.40	755	6.17	246	6.87	594	6.67
Laundry workers .....	-	-	-	-	-	-	34	6.66	26	7.08	-	-

See footnotes at end of table.

**Table 4. Occupational average earnings: Part-time health care occupations —Continued**

(Number of employees and average hourly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	Midwest—Continued				West								
	Minneapolis— St. Paul (March)		St. Louis (March)		Denver (April)		Los Angeles— Long Beach (April)		San Francisco (March)		Seattle (March)		
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	
Registered professional nurses	Staff nurses .....	6,201	\$14.18	2,992	\$13.61	1,708	\$14.65	3,338	\$17.21	3,875	\$18.41	2,950	\$14.14
	Level I .....	—	—	—	—	—	—	—	—	73	16.26	—	—
	Level II .....	6,054	14.20	2,636	13.53	1,658	14.57	2,369	16.93	3,775	18.44	2,919	14.13
	Level II-specialists .....	—	—	274	14.69	—	—	748	17.82	12	19.62	—	—
	Level III .....	—	—	20	16.72	—	—	—	—	15	21.03	—	—
Other health care occupations	Dietitians .....	55	13.05	38	11.59	27	13.01	40	14.76	20	15.80	65	12.94
	Licensed practical nurses .....	668	9.50	439	9.17	112	9.90	643	11.24	299	11.89	146	9.38
	Medical laboratory technicians .....	115	9.97	136	9.67	33	10.24	83	8.97	—	—	11	11.47
	Medical machine operating technicians .....	218	10.44	239	10.26	63	11.29	231	12.71	205	14.30	149	11.84
	Diagnostic medical sonographers .....	16	12.77	19	12.03	7	12.62	11	17.37	—	—	7	13.49
Medical records administrators	EEG technicians .....	10	9.64	12	9.37	—	—	—	—	—	—	—	—
	EKG technicians .....	26	8.52	41	6.89	12	8.66	27	10.42	16	11.35	15	8.81
	Respiratory therapists .....	133	11.10	147	11.23	43	11.77	181	12.92	175	14.70	105	12.59
	Medical records administrators .....	—	—	—	—	—	—	—	—	—	—	—	—
	Medical records technicians .....	39	9.25	23	7.96	14	9.54	24	10.26	7	11.87	36	12.25
Nuclear medical technologists	Medical social workers .....	56	12.80	51	12.25	49	14.11	60	15.71	—	—	37	13.56
	Medical technologists .....	292	13.42	211	13.20	192	13.44	270	17.08	43	16.16	154	13.52
	Nuclear medical technologists .....	21	12.58	10	13.40	—	—	—	—	11	16.15	—	—
	Nursing assistants .....	778	6.92	726	6.23	153	7.99	504	7.77	202	9.63	78	7.99
	Occupational therapists .....	105	13.19	15	13.22	55	13.44	34	15.21	—	—	40	13.61
Radiation therapy technologists	Pharmacists .....	106	17.55	90	16.28	21	18.02	152	22.68	—	—	73	18.09
	Pharmacy technicians .....	89	7.90	100	6.96	15	8.49	123	9.50	39	11.16	64	9.09
	Physical therapists' supervisors .....	—	—	—	—	—	—	—	—	—	—	—	—
	Physical therapists .....	61	14.39	40	14.18	64	14.69	38	19.78	54	18.59	75	14.54
	Radiation therapy technologists .....	—	—	—	—	—	—	—	—	—	—	—	—
Unit secretaries	Radiographers' supervisors (x-ray) .....	—	—	—	—	—	—	—	—	—	—	—	—
	Radiographers (x-ray) .....	169	11.57	103	11.15	69	10.95	65	13.17	25	13.88	62	11.49
	Speech pathologists .....	12	13.02	26	14.17	13	15.53	—	—	—	—	34	13.76
	Surgical technologists .....	93	9.36	22	9.22	27	9.60	61	10.68	39	11.16	24	9.40
	Unit secretaries .....	632	8.13	488	6.83	130	8.20	294	9.05	—	—	231	8.52

See footnotes at end of table.

**Table 4. Occupational average earnings: Part-time health care occupations —Continued**

(Number of employees and average hourly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	Midwest—Continued				West								
	Minneapolis-St. Paul (March)		St. Louis (March)		Denver (April)		Los Angeles-Long Beach (April)		San Francisco (March)		Seattle (March)		
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	
Office clerical occupations	Admitting clerks .....	248	\$7.43	164	\$6.71	54	\$8.15	251	\$8.46	—	—	99	\$7.93
	Medical transcriptionists .....	102	9.23	68	8.35	35	9.69	90	11.10	40	\$12.39	119	9.38
	Payroll clerks .....	—	—	—	—	6	9.31	21	10.82	—	—	—	—
	Switchboard operators .....	181	7.16	131	6.62	40	7.44	104	8.09	83	10.23	66	8.00
Service occupations	Food service helpers .....	542	6.30	684	5.33	220	5.79	617	6.32	125	9.21	271	6.41
	Hospital cleaners .....	417	6.61	392	5.61	41	6.72	388	7.04	—	—	178	7.29
	Laundry workers .....	99	6.30	24	5.35	8	5.84	—	—	—	—	—	—

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>2</sup> For definition of individual areas, see footnote 1, tables 9-62.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupation may include data for subclassifications not shown separately.



**Table 5. Occupational average earnings: Other full-time professional, technical, and clerical occupations**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	United States (March)		Northeast						South						
	Number of workers	Average weekly earnings	Boston (January)		New York (January)		Philadelphia (March)		Atlanta (February)		Baltimore (April)		Dallas (April)		
			Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	
Professional and administrative occupations	Accountants														
	Level I .....	746	\$412.50	23	\$444.00	51	\$440.50	53	\$424.00	-	-	11	\$435.50	-	-
	Level II .....	2,366	495.00	97	527.00	211	524.00	86	488.00	-	-	41	512.00	20	\$489.50
	Level III .....	1,952	626.50	68	673.50	159	636.50	66	593.00	-	-	33	609.00	18	583.00
	Level IV .....	821	810.50	55	842.50	72	811.00	45	808.50	-	-	7	808.00	10	768.00
	Level V .....	131	1,072.00	-	-	30	1,099.00	-	-	-	-	-	-	-	-
	Level VI .....	10	1,393.00	-	-	-	-	-	-	-	-	-	-	-	-
	Auditors														
	Level II .....	21	549.50	-	-	-	-	-	-	-	-	-	-	-	-
	Level III .....	71	619.50	-	-	10	626.00	-	-	-	-	-	-	-	-
	Level IV .....	15	893.50	-	-	-	-	-	-	-	-	-	-	-	-
	Chief accountants														
	Level II .....	64	1,039.50	-	-	11	1,140.50	-	-	-	-	-	-	-	-
	Level III .....	9	1,660.00	-	-	7	1,743.50	-	-	-	-	-	-	-	-
	Personnel specialists														
	Level I .....	137	432.00	-	-	17	446.50	-	-	-	-	6	470.00	-	-
	Level II .....	1,490	480.00	60	517.50	99	531.00	28	464.50	9	\$467.00	16	531.50	19	488.00
	Level III .....	1,932	602.50	108	591.50	93	640.50	45	547.00	21	561.00	39	637.00	23	564.50
	Level IV .....	720	774.00	36	774.00	54	835.00	28	736.00	-	-	17	719.00	7	731.50
	Level V .....	70	1,027.00	8	930.50	-	-	8	913.50	-	-	-	-	-	-
	Personnel supervisors/managers														
	Level I .....	205	811.50	13	841.50	31	899.50	-	-	-	-	-	-	-	-
	Level II .....	125	993.00	6	1,070.00	27	1,133.00	-	-	-	-	-	-	-	-
	Level III .....	27	1,455.50	-	-	13	1,526.50	-	-	-	-	-	-	-	-
	Directors of personnel														
	Level I .....	281	759.50	-	-	-	-	16	772.00	-	-	-	-	7	688.50
Level II .....	333	959.00	-	-	-	-	8	893.00	-	-	-	-	-	-	
Level III .....	104	1,253.50	-	-	-	-	-	-	-	-	-	-	-	-	
Attorneys															
Level I .....	7	680.00	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	57	829.50	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	67	1,050.50	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	22	1,341.50	-	-	-	-	-	-	-	-	-	-	-	-	
Buyers															
Level I .....	818	411.50	15	460.00	61	492.00	26	465.00	-	-	17	432.50	13	414.00	
Level II .....	1,036	512.00	32	526.00	111	593.50	28	501.50	16	478.50	20	550.50	-	-	
Level III .....	-	-	10	649.00	9	748.50	-	-	-	-	-	-	-	-	
Computer programmers															
Level I .....	196	437.50	-	-	7	455.00	-	-	-	-	13	446.50	-	-	
Level II .....	815	517.00	59	520.00	31	593.50	-	-	-	-	29	527.50	-	-	
Level III .....	975	618.50	42	618.50	66	662.00	14	573.00	20	643.50	-	-	-	-	
Level IV .....	226	770.00	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 5. Occupational average earnings: Other full-time professional, technical, and clerical occupations—Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	United States (March)		Northeast				South							
	Number of workers	Average weekly earnings	Boston (January)		New York (January)		Philadelphia (March)		Atlanta (February)		Baltimore (April)		Dallas (April)	
			Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
Computer systems analysts	669	\$607.50	45	\$634.00	38	\$683.50	-	-	-	-	44	\$601.00	-	-
	1,454	721.00	83	739.00	146	735.00	75	\$691.50	-	-	48	751.00	-	-
	383	848.50	35	881.00	33	915.00	-	-	-	-	-	-	-	-
	72	948.50	-	-	-	-	-	-	-	-	-	-	-	-
	155	938.00	-	-	37	1,038.00	-	-	-	-	10	963.50	-	-
	72	1,040.00	-	-	9	981.00	-	-	-	-	-	-	-	-
	7	1,365.00	-	-	-	-	-	-	-	-	-	-	-	-
	14	655.50	-	-	-	-	-	-	-	-	-	-	-	-
	43	736.00	-	-	-	-	-	-	-	-	-	-	-	-
	23	931.00	-	-	-	-	-	-	-	-	-	-	-	-
Technical support occupations														
Drafters														
Level I .....	9	359.50	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	24	398.00	-	-	-	-	-	-	-	-	-	-	-	-
Computer operators														
Level I .....	408	293.50	-	-	-	-	-	-	-	-	22	319.50	-	-
Level II .....	2,625	360.00	81	380.50	177	418.50	99	371.00	31	\$349.00	68	364.00	27	\$314.00
Level III .....	976	433.50	28	466.00	61	468.50	36	451.50	-	-	24	428.00	-	-
Level IV .....	140	507.50	-	-	-	-	-	-	-	-	-	-	-	-
Photographers														
Level I .....	46	372.50	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	184	429.50	16	407.00	13	477.00	8	427.50	-	-	-	-	-	-
Level III .....	103	466.00	11	457.50	-	-	-	-	-	-	-	-	-	-
Clerical support occupations														
Accounting clerks														
Level I .....	631	254.00	8	270.00	-	-	21	308.50	-	-	11	252.00	-	-
Level II .....	5,531	305.50	116	335.50	560	364.50	138	357.50	26	301.00	72	310.00	46	284.00
Level III .....	3,155	361.50	52	395.00	782	368.00	68	379.00	15	344.50	55	335.50	25	370.00
Level IV .....	223	420.50	-	-	-	-	-	-	-	-	-	-	-	-
File clerks														
Level I .....	2,731	240.50	61	268.00	-	-	80	308.50	-	-	-	-	-	-
Level II .....	1,768	277.50	16	286.00	255	343.00	56	304.00	16	234.00	57	267.00	-	-
Level III .....	103	349.50	-	-	52	363.50	-	-	-	-	-	-	-	-
Key entry operators														
Level I .....	3,391	279.50	41	315.50	264	370.50	85	326.50	35	280.50	57	297.50	36	284.00
Level II .....	1,671	333.50	70	340.50	167	390.00	40	345.00	23	320.00	32	325.00	14	306.00
Messengers .....	1,185	258.00	45	283.50	118	334.50	10	308.50	44	237.50	-	-	-	-

See footnotes at end of table.

**Table 5. Occupational average earnings: Other full-time professional, technical, and clerical occupations—Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	United States (March)		Northeast						South					
	Number of workers	Average weekly earnings	Boston (January)		New York (January)		Philadelphia (March)		Atlanta (February)		Baltimore (April)		Dallas (April)	
			Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
Personnel clerks/assistants	435	\$286.50	-	-	-	-	6	\$353.00	-	-	-	-	-	-
	919	335.50	19	\$360.50	58	\$370.00	46	357.50	-	-	-	-	12	\$329.00
	619	398.50	23	399.00	36	417.50	27	434.50	-	-	-	-	-	-
	137	486.50	-	-	-	-	-	-	-	-	-	-	-	-
Purchasing clerks/assistants	363	283.00	-	-	-	-	-	-	-	-	8	\$278.00	-	-
	722	336.50	16	365.50	66	377.00	19	346.00	-	-	18	350.00	7	291.00
	145	407.50	11	407.50	-	-	-	-	-	-	-	-	-	-
Secretaries	8,394	331.00	99	384.50	525	397.50	291	345.00	-	-	277	318.00	113	326.50
	10,412	379.50	720	441.50	1,440	426.50	574	391.00	68	\$369.50	316	374.50	72	371.00
	7,440	428.50	174	511.00	971	485.00	462	436.00	55	433.50	158	423.50	120	408.00
	2,332	480.50	150	542.00	250	508.50	83	479.50	17	506.50	-	-	38	462.00
Typists	365	583.00	8	628.50	-	-	-	-	-	-	-	-	-	-
	1,881	296.00	14	315.50	545	351.50	-	-	-	-	58	263.50	-	-
	514	317.50	-	-	31	360.50	-	-	-	-	-	-	-	-
General clerks														
	1,004	235.50	-	-	-	-	-	-	-	-	21	230.50	-	-
	5,349	293.50	30	301.50	904	347.00	124	300.00	-	-	73	251.00	63	247.00
	4,705	313.50	21	352.50	453	348.00	110	339.50	-	-	-	-	-	-
Level IV	1,231	356.50	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table 5. Occupational average earnings: Other full-time professional, technical, and clerical occupations—Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	South—Continued						Midwest					
	Fort Worth-Arlington (April)		Houston (April)		Washington (April)		Chicago (April)		Cleveland (March)		Detroit (March)	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
<b>Professional and administrative occupations</b>												
Accountants												
Level I .....	-	-	-	\$486.50	8	\$412.50	50	\$433.50	-	-	37	\$432.00
Level II .....	-	-	41	503.00	59	503.00	131	506.00	34	\$462.50	31	509.50
Level III .....	19	\$533.50	31	619.50	58	624.50	138	642.00	23	626.50	65	585.00
Level IV .....	7	856.50	13	809.00	28	820.50	23	790.50	15	744.50	18	750.50
Level V .....	-	-	-	-	-	-	-	-	7	1,042.00	-	-
Level VI .....	-	-	-	-	-	-	-	-	-	-	-	-
Auditors												
Level II .....	-	-	10	524.00	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Chief accountants												
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Personnel specialists												
Level I .....	-	-	-	-	-	-	11	416.00	-	-	-	-
Level II .....	12	436.50	17	473.00	28	513.00	79	497.50	17	539.50	37	478.00
Level III .....	11	574.00	25	597.50	43	600.50	87	641.50	13	607.00	58	539.50
Level IV .....	8	670.50	10	692.50	26	721.00	27	782.00	29	766.00	25	769.00
Level V .....	-	-	-	-	-	-	-	-	-	-	-	-
Personnel supervisors/managers												
Level I .....	-	-	-	-	-	-	6	921.00	-	-	-	-
Level II .....	-	-	-	-	-	-	13	960.50	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Directors of personnel												
Level I .....	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	-	-	7	969.00	11	1,021.00	6	1,085.00	7	877.00	-	-
Level III .....	-	-	-	-	7	1,379.00	6	1,294.00	6	1,105.00	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Attorneys												
Level I .....	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Buyers												
Level I .....	6	368.00	57	428.00	28	427.50	-	-	-	-	42	426.50
Level II .....	-	-	18	482.00	33	498.50	-	-	29	524.00	49	493.00
Level III .....	-	-	-	-	-	-	-	-	13	634.50	-	-
Computer programmers												
Level I .....	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	-	-	-	-	-	-	107	\$516.00	7	447.50	-	-
Level III .....	-	-	-	-	-	-	70	645.50	17	516.00	14	460.50
Level IV .....	-	-	28	702.50	15	621.50	-	-	32	625.00	26	585.00
	-	-	-	-	-	-	-	-	-	-	34	678.00

See footnotes at end of table.

**Table 5. Occupational average earnings: Other full-time professional, technical, and clerical occupations—Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas;<sup>2</sup> by month of survey, 1989)

Occupation and level	South—Continued						Midwest					
	Fort Worth–Arlington (April)		Houston (April)		Washington (April)		Chicago (April)		Cleveland (March)		Detroit (March)	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
<b>Computer systems analysts</b>												
Level I .....	-	-	-	-	15	\$588.50	-	-	21	\$617.50	-	-
Level II .....	-	-	-	-	32	722.00	118	\$715.00	40	706.50	17	\$698.50
Level III .....	-	-	-	-	-	-	63	806.00	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer systems analyst supervisors/managers</b>												
Level I .....	-	-	-	-	-	-	14	909.00	-	-	-	-
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Engineers</b>												
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Technical support occupations</b>												
<b>Drafters</b>												
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Computer operators</b>												
Level I .....	-	-	-	-	-	-	25	329.50	11	356.00	-	-
Level II .....	17	\$350.00	64	\$358.00	46	376.00	107	367.00	54	408.50	26	358.00
Level III .....	-	-	-	-	19	439.50	65	396.00	42	440.50	13	429.00
Level IV .....	-	-	-	-	-	-	-	-	7	495.00	-	-
<b>Photographers</b>												
Level I .....	-	-	-	-	-	-	9	324.00	-	-	-	-
Level II .....	-	-	-	-	-	-	17	434.00	-	-	-	-
Level III .....	-	-	-	-	-	-	10	562.00	-	-	-	-
<b>Clerical support occupations</b>												
<b>Accounting clerks</b>												
Level I .....	-	-	-	-	-	-	24	309.50	-	-	-	-
Level II .....	29	286.50	102	302.50	81	338.50	234	327.50	47	343.50	88	326.00
Level III .....	22	322.50	76	363.50	87	351.50	136	346.50	33	373.50	60	352.50
Level IV .....	-	-	-	-	26	416.00	-	-	-	-	-	-
<b>File clerks</b>												
Level I .....	17	199.50	36	220.00	32	289.50	223	240.50	-	-	155	273.50
Level II .....	-	-	-	-	22	291.00	79	279.50	89	300.50	22	262.50
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Key entry operators</b>												
Level I .....	-	-	100	297.00	49	332.50	115	306.00	-	-	26	329.50
Level II .....	-	-	24	335.00	15	330.50	100	335.00	-	-	49	329.00
Messengers .....	8	246.00	55	227.00	31	284.00	51	311.00	-	-	56	286.00

See footnotes at end of table.

**Table 5. Occupational average earnings: Other full-time professional, technical, and clerical occupations—Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	South—Continued						Midwest					
	Fort Worth-Arlington (April)		Houston (April)		Washington (April)		Chicago (April)		Cleveland (March)		Detroit (March)	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
<b>Personnel clerks/assistants</b>												
Level I .....	-	-	-	-	-	-	-	-	-	-	9	\$323.50
Level II .....	-	-	-	\$353.50	20	\$384.00	-	-	7	\$388.50	21	370.00
Level III .....	-	-	-	-	-	-	25	\$376.50	10	380.50	15	398.00
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Purchasing clerks/assistants</b>												
Level I .....	-	-	19	296.00	-	-	-	-	-	-	12	303.00
Level II .....	-	-	-	-	16	350.50	33	368.50	17	377.00	24	347.00
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
<b>Secretaries</b>												
Level I .....	101	\$286.50	117	323.50	190	342.00	234	359.50	23	348.50	310	363.50
Level II .....	-	-	-	-	273	384.50	138	394.50	28	356.50	248	378.50
Level III .....	-	-	252	413.00	243	427.50	375	437.50	71	427.00	256	442.50
Level IV .....	-	-	-	-	87	519.00	135	458.00	24	478.50	130	451.50
Level V .....	-	-	9	637.50	15	568.50	-	-	-	-	16	538.00
<b>Typists</b>												
Level I .....	-	-	15	278.00	24	327.50	54	272.50	-	-	64	298.00
Level II .....	-	-	-	-	-	-	-	-	-	-	61	317.00
<b>General clerks</b>												
Level I .....	-	-	-	-	16	273.00	-	-	-	-	21	267.00
Level II .....	-	-	-	-	82	294.50	421	290.50	-	-	231	294.50
Level III .....	14	252.00	-	-	84	323.50	358	322.50	-	-	225	335.50
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table 5. Occupational average earnings: Other full-time professional, technical, and clerical occupations—Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	Midwest—Continued				West							
	Minneapolis-St. Paul (March)		St. Louis (March)		Denver (April)		Los Angeles-Long Beach (April)		San Francisco (March)		Seattle (March)	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
<b>Professional and administrative occupations</b>												
Accountants												
Level I .....	6	\$449.50	14	\$393.00	-	-	8	\$454.00	-	-	22	\$445.00
Level II .....	16	504.00	25	493.50	31	\$490.50	37	574.00	20	\$605.00	49	517.00
Level III .....	22	648.50	23	592.50	21	656.50	31	666.00	15	678.50	31	657.00
Level IV .....	10	810.50	15	827.00	9	795.50	14	910.50	-	-	-	-
Level V .....	-	-	7	986.00	-	-	-	-	-	-	-	-
Level VI .....	-	-	-	-	-	-	-	-	-	-	-	-
Auditors												
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Chief accountants												
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Personnel specialists												
Level I .....	9	434.00	9	397.00	-	-	-	-	-	-	-	-
Level II .....	31	484.50	30	461.00	21	497.00	16	525.50	-	-	27	514.00
Level III .....	37	601.00	19	557.00	17	636.00	48	693.00	16	695.00	22	670.50
Level IV .....	-	-	18	755.50	8	713.00	26	868.50	8	762.00	-	-
Level V .....	-	-	-	-	-	-	-	-	-	-	-	-
Personnel supervisors/managers												
Level I .....	-	-	-	-	-	-	22	755.00	-	-	-	-
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Directors of personnel												
Level I .....	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	-	-	9	955.00	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Attorneys												
Level I .....	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Buyers												
Level I .....	-	-	12	414.50	-	-	17	\$440.00	-	-	-	-
Level II .....	-	-	6	556.50	-	-	-	-	-	-	-	-
Level III .....	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-
Computer programmers												
Level I .....	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	-	-	-	-	25	555.50	15	574.00	-	-	27	503.00
Level III .....	-	-	32	607.00	34	633.50	19	621.50	-	-	-	-
Level IV .....	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

See footnotes at end of table.

**Table 5. Occupational average earnings: Other full-time professional, technical, and clerical occupations—Continued**

(Number of employees and average weekly earnings<sup>1</sup> in selected occupations in private hospitals, United States and 18 metropolitan areas,<sup>2</sup> by month of survey, 1989)

Occupation and level	Midwest—Continued				West							
	Minneapolis— St. Paul (March)		St. Louis (March)		Denver (April)		Los Angeles— Long Beach (April)		San Francisco (March)		Seattle (March)	
	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings	Number of workers	Average weekly earnings
Personnel clerks/assistants	—	—	17	\$300.50	—	—	—	—	—	—	—	—
	15	\$365.00	14	335.00	—	—	11	\$374.50	—	—	—	—
	—	—	11	364.50	7	\$407.50	18	448.50	17	\$473.00	—	—
	—	—	—	—	—	—	—	—	—	—	—	—
Purchasing clerks/assistants	—	—	—	—	9	313.00	—	—	—	—	—	—
	—	—	—	—	—	—	16	421.00	—	—	—	—
	—	—	—	—	—	—	—	—	—	—	18	\$416.00
	—	—	—	—	—	—	—	—	—	—	—	—
Secretaries	—	—	256	339.00	152	367.00	—	—	—	—	—	—
	—	—	244	354.50	137	396.50	98	437.50	69	456.00	168	386.50
	—	—	188	397.50	97	450.50	—	—	58	498.00	74	431.50
	6	518.50	53	460.00	33	515.50	63	533.00	21	549.00	25	509.50
	—	—	—	—	—	—	10	674.50	—	—	—	—
Typists	—	—	—	—	—	—	—	—	—	—	—	—
	—	—	64	274.00	—	—	—	—	—	—	—	—
General clerks	—	—	—	—	—	—	—	—	—	—	—	—
	—	—	—	—	—	—	—	—	—	—	—	—
	—	—	82	262.00	—	—	—	—	—	—	—	—
	—	—	186	297.00	—	—	90	327.50	27	381.00	—	—
	—	—	—	—	—	—	87	334.00	72	377.50	89	322.00
Level IV	—	—	—	—	—	—	75	384.50	—	—	—	—

<sup>1</sup> Average weekly earnings reflect salaries paid for the standard workweek and are rounded to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance

bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>2</sup> For definition of individual areas, see footnote 1, tables 9-62.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.



**Table 6. Occupational earnings: Full-time health care occupations—United States**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>1</sup> March 1989)

Occupation and level		Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																1150 and over							
					125 and under 150	150	175	200	225	250	275	300	350	400	450	500	550	600	650	700		750	800	850	900	950	1000	1050
Registered professional nurses																												
Supervisors of nurses .....	11,758	39.5	\$714.50	-	-	-	-	-	-	-	-	1	1	4	6	11	12	12	13	11	9	8	6	3	1	1	( <sup>2</sup> )	( <sup>2</sup> )
Head nurses .....	32,777	39.5	688.00	-	-	-	-	-	-	-	-	( <sup>2</sup> )	1	2	5	12	17	19	17	11	7	4	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	
Clinical specialists .....	4,925	39.5	713.00	-	-	-	-	-	-	-	-	-	-	-	3	10	15	22	19	12	7	4	3	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )
Level III .....	4,237	39.5	708.00	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	3	11	16	24	18	13	7	4	3	1	1	( <sup>2</sup> )	( <sup>2</sup> )	
Level IV .....	526	39.5	781.00	-	-	-	-	-	-	-	-	-	-	-	-	4	7	14	28	14	10	6	6	2	3	4	( <sup>2</sup> )	( <sup>2</sup> )
Nurse anesthetists .....	3,491	39.5	922.50	-	-	-	-	-	-	-	-	-	-	-	-	1	( <sup>2</sup> )	1	4	5	5	15	10	15	13	12	6	5
Level III .....	3,461	39.5	921.00	-	-	-	-	-	-	-	-	-	-	-	-	1	( <sup>2</sup> )	1	4	5	6	15	11	15	13	12	6	5
Nurse practitioners .....	1,626	39.5	714.50	-	-	-	-	-	-	-	-	-	1	3	4	8	14	22	14	14	7	4	2	1	4	( <sup>2</sup> )	1	
Level II .....	178	40.0	543.50	-	-	-	-	-	-	-	-	-	8	31	29	12	7	7	-	3	-	2	-	1	1	( <sup>2</sup> )	( <sup>2</sup> )	
Level III .....	1,226	39.5	719.50	-	-	-	-	-	-	-	-	-	-	-	1	8	15	25	16	16	8	5	2	1	1	( <sup>2</sup> )	( <sup>2</sup> )	
Level IV .....	184	40.0	856.00	-	-	-	-	-	-	-	-	-	-	-	-	2	3	18	11	14	5	7	3	7	24	2	1	
Nursing instructors .....	6,101	39.5	635.00	-	-	-	-	-	-	-	-	1	2	6	11	15	23	16	10	8	3	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Staff nurses .....	371,358	39.5	554.50	-	-	-	-	-	-	-	( <sup>2</sup> )	2	10	18	20	21	14	8	4	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level I .....	6,882	40.0	498.00	-	-	-	-	-	-	-	2	6	20	25	21	21	2	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level II .....	342,651	39.5	551.50	-	-	-	-	-	-	-	( <sup>2</sup> )	2	10	18	21	21	14	7	3	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level II-specialists .....	18,295	39.5	617.00	-	-	-	-	-	-	-	-	3	9	16	20	15	13	14	8	1	1	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level III .....	2,883	39.5	678.50	-	-	-	-	-	-	-	-	( <sup>2</sup> )	-	( <sup>2</sup> )	4	12	23	28	12	7	12	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Other health care occupations																												
Dietitians .....	5,673	39.5	507.00	-	-	-	-	-	-	-	( <sup>2</sup> )	7	18	26	23	13	7	4	1	1	( <sup>2</sup> )	-	-	-	-	-	-	-
Licensed practical nurses .....	91,166	39.5	368.00	-	-	-	-	-	-	-	24	27	19	9	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-
Level I .....	4,838	40.0	318.50	-	-	-	-	-	-	-	10	8	16	9	2	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	83,573	39.5	368.00	-	-	-	-	-	-	-	10	25	28	19	2	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level III .....	2,552	40.0	457.50	-	-	-	-	-	-	-	5	14	29	26	14	12	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Medical laboratory technicians .....	12,675	39.5	409.50	-	-	-	-	-	-	-	4	16	26	26	17	5	3	1	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
Medical machine operating technicians .....	39,724	39.5	431.00	-	-	-	-	-	-	-	3	11	16	22	18	13	7	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
Level I .....	6,923	39.5	316.50	-	-	-	-	-	-	-	17	11	30	16	5	4	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level II .....	15,446	39.5	413.00	-	-	-	-	-	-	-	3	13	25	31	16	8	2	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level III .....	16,506	39.5	492.50	-	-	-	-	-	-	-	( <sup>2</sup> )	1	7	20	26	23	14	6	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level IV .....	250	40.0	582.50	-	-	-	-	-	-	-	-	-	3	10	24	24	21	11	6	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Diagnostic medical sonographers .....	3,971	39.5	501.50	-	-	-	-	-	-	-	( <sup>2</sup> )	1	5	22	24	22	14	7	5	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level I .....	82	38.5	375.00	-	-	-	-	-	-	-	11	33	22	2	23	2	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	904	39.5	453.50	-	-	-	-	-	-	-	1	10	43	29	12	2	3	-	-	-	-	-	-	-	-	-	-	-
Level III .....	2,796	39.5	516.50	-	-	-	-	-	-	-	-	4	18	22	25	17	8	6	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level IV .....	112	40.0	606.50	-	-	-	-	-	-	-	-	-	-	-	20	43	8	13	13	3	1	-	-	-	-	-	-	
EEG technicians .....	2,001	39.5	387.00	-	-	-	-	-	-	-	5	13	23	26	13	6	2	1	-	-	-	-	-	-	-	-	-	-
Level I .....	499	40.0	306.50	-	-	-	-	-	-	-	22	15	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,370	39.5	406.50	-	-	-	-	-	-	-	3	2	10	28	35	14	7	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level III .....	111	39.5	509.50	-	-	-	-	-	-	-	-	2	5	49	16	20	9	-	-	-	-	-	-	-	-	-	-	-
EKG technicians .....	5,628	39.5	337.50	-	-	-	-	-	-	-	11	30	21	10	5	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level I .....	3,629	39.5	313.00	-	-	-	-	-	-	-	4	8	15	13	34	17	6	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level II .....	1,635	39.5	374.50	-	-	-	-	-	-	-	2	6	34	19	9	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level III .....	201	40.0	483.50	-	-	-	-	-	-	-	-	-	10	6	36	42	3	-	1	-	-	-	-	-	-	-	-	-
Level IV .....	38	40.0	550.50	-	-	-	-	-	-	-	-	-	-	-	34	24	-	42	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....	24,404	39.5	446.50	-	-	-	-	-	-	-	( <sup>2</sup> )	1	1	2	7	16	8	3	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
Level I .....	1,795	39.5	328.50	-	-	-	-	-	-	-	9	15	7	23	26	5	8	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level II .....	9,987	39.5	416.00	-	-	-	-	-	-	-	-	3	12	25	31	16	9	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level III .....	12,309	39.5	486.00	-	-	-	-	-	-	-	( <sup>2</sup> )	1	8	21	26	23	13	4	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Level IV .....	61	39.5	566.50	-	-	-	-	-	-	-	-	-	10	16	25	3	25	21	-	5	-	-	-	-	-	-	-	
Medical records administrators .....	2,770	39.5	615.00	-	-	-	-	-	-	-	-	5	9	11	14	3	16	10	8	5	-	1	-	-	-	-	( <sup>2</sup> )	
Medical records technicians .....	11,707	39.5	343.50	-	-	-	-	-	-	-	10	24	21	12	9	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Medical social workers .....	10,338	39.0	523.50	-	-	-	-	-	-	-	( <sup>2</sup> )	2	6	13	19	22	16	10	5	3	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )

See footnotes at end of table.

**Table 6. Occupational earnings: Full-time health care occupations—United States—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>1</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				125 and under 150	150	175	200	225	250	275	300	350	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150 and over
Medical technologists .....	36,878	39.5	\$517.50	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	4	16	23	23	18	7	4	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Nuclear medical technologists .....	4,337	39.5	512.50	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	1	6	17	20	25	17	10	3	-	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Nursing assistants .....	104,209	39.5	281.00	( <sup>2</sup> )	3	5	11	14	15	14	21	12	3	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	5,355	39.5	260.50	-	8	8	17	12	17	9	24	5	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	85,306	39.5	275.50	1	4	6	12	15	15	13	21	11	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	11,147	40.0	317.50	-	1	( <sup>2</sup> )	2	9	17	19	19	27	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	1,993	40.0	354.50	-	-	-	-	( <sup>2</sup> )	1	15	39	21	17	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists .....	5,326	39.5	549.00	-	-	-	-	-	-	-	( <sup>2</sup> )	2	5	21	25	22	16	6	2	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Pharmacists .....	17,667	39.5	743.50	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	( <sup>2</sup> )	4	10	20	21	10	7	3	2	1	( <sup>2</sup> )	-	( <sup>2</sup> )	
Pharmacy technicians .....	14,665	40.0	309.00	-	( <sup>2</sup> )	2	5	10	14	15	29	15	6	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	6	2	3	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	
Physical therapists' supervisors .....	1,913	39.5	747.50	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	1	1	7	10	14	20	23	13	6	2	3	1	( <sup>2</sup> )	
Physical therapists .....	8,983	39.5	583.50	-	-	-	-	-	-	( <sup>2</sup> )	1	1	2	10	20	27	19	10	6	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Radiation therapy technologists .....	2,774	39.5	502.00	-	-	-	-	-	-	-	5	9	16	22	17	12	12	4	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
Radiographers' supervisors (X-ray) .....	3,633	39.5	592.50	-	-	-	-	-	-	( <sup>2</sup> )	2	3	3	10	23	13	16	13	6	5	4	2	( <sup>2</sup> )	-	-	-	-	-
Radiographers (X-ray) .....	24,880	39.5	441.00	-	( <sup>2</sup> )	-	-	-	( <sup>2</sup> )	1	8	23	28	17	11	6	4	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
Speech pathologists .....	1,997	39.5	556.50	-	-	-	-	-	-	-	-	1	5	16	28	24	15	7	2	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-
Surgical technologists .....	15,043	39.5	365.50	-	-	( <sup>2</sup> )	1	1	4	10	27	27	21	6	2	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
Unit secretaries .....	54,063	39.5	303.00	( <sup>2</sup> )	1	3	5	10	13	15	30	18	4	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																												
Admitting clerks .....	21,150	39.5	298.00	-	2	3	7	13	14	14	29	14	5	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	13,699	39.5	342.50	-	-	1	2	4	8	10	33	23	14	3	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
Payroll clerks .....	2,944	39.5	343.50	-	-	-	( <sup>2</sup> )	5	9	9	30	29	12	5	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-
Switchboard operators .....	10,816	39.5	294.50	-	1	3	8	13	18	14	26	10	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																												
Food service helpers .....	42,574	39.5	259.50	1	5	11	16	16	14	12	17	7	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	89,094	39.5	266.50	1	4	10	13	15	15	13	20	7	2	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	11,220	39.5	274.50	1	2	8	12	15	16	14	21	11	2	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonpro-

duction bonuses.  
<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 7. Occupational earnings: Part-time health care occupations—United States**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings,<sup>1</sup> March 1989)

Occupation		Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																									
				4.00 and under 4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00 and over	
Registered professional nurses																													
	Staff nurses	214,374	\$14.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level I	2,963	13.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II	201,449	14.42	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II-Specialists	8,009	16.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level III	1,569	17.35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other health care occupations																													
	Dietitians	1,798	12.67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Licensed practical nurses	42,121	9.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical laboratory technicians	5,451	10.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical machine operating technicians	14,638	10.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Diagnostic medical sonographers	1,052	13.23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	EEG technicians	729	8.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	EKG technicians	2,745	8.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Respiratory therapists	9,072	11.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical records administrators	130	11.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical records technicians	2,207	8.16	5	1	-	7	4	3	10	12	8	14	10	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical social workers	2,775	13.70	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical technologists	14,148	13.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Nuclear medical technologists	853	12.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Nursing assistants	38,906	6.61	3	4	8	13	12	11	11	12	7	10	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Occupational therapists	1,255	14.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Pharmacists	5,298	18.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Pharmacy technicians	6,130	7.69	1	-	-	5	7	10	9	11	17	23	10	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-
	Physical therapists' supervisors	182	18.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Physical therapists	2,763	16.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Radiation therapy technologists	463	11.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Radiographers' supervisors (X-ray)	178	13.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Radiographers (X-ray)	10,171	11.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Speech pathologists	962	14.71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Surgical technologists	3,270	9.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Unit secretaries	27,186	7.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table 7. Occupational earnings: Part-time health care occupations—United States—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings,<sup>1</sup> March 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			Under 4.00	4.00 and under 4.50	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	9.00	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00 and over		
<b>Office clerical occupations</b>																														
Admitting clerks .....	11,857	\$7.39	( <sup>2</sup> )	( <sup>2</sup> )	2	6	9	12	12	13	13	16	10	4	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	4,997	8.54	-	-	-	1	1	5	8	15	11	27	14	9	6	3	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Payroll clerks .....	357	8.42	-	( <sup>2</sup> )	( <sup>2</sup> )	-	1	7	9	20	11	25	10	4	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	8,203	7.04	-	2	3	8	13	13	15	12	11	11	6	4	1	( <sup>2</sup> )	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
<b>Service occupations</b>																														
Food service helpers .....	33,335	5.98	4	8	13	16	16	15	9	5	4	7	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	21,830	6.22	2	8	9	15	14	16	11	7	6	7	3	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	1,814	5.69	8	10	17	15	14	13	8	5	4	4	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>3</sup> All workers were at \$25 and under \$26.

<sup>1</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts, incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>2</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.

**Table 8. Occupational earnings: Other full-time professional, technical, and clerical occupations—United States**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>1</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																											
				Under 150	150	200	250	300	350	400	450	500	550	600	650	700	750	800	900	1000	1100	1200	1300	1400	1500	1600	1700	and over			
				150	200	250	300	350	400	450	500	550	600	650	700	750	800	900	1000	1100	1200	1300	1400	1500	1600	1700	and over				
Professional and administrative occupations	Accountants																														
	Level I .....	746	39.5	\$412.50	-	-	-	10	32	37	16	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	Level II .....	2,366	39.5	495.00	-	-	-	1	3	18	33	28	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
	Level III .....	1,952	39.5	626.50	-	-	-	-	-	2	3	11	25	24	17	11	-	-	-	-	-	-	-	-	-	-	-	-			
	Level IV .....	821	39.5	810.50	-	-	-	-	-	-	-	-	-	1	2	7	15	20	38	11	5	1	-	-	-	-	-	-			
	Level V .....	131	39.0	1,072.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	32	12	25	21	1	-	-	-	-			
	Level VI .....	10	39.0	1,393.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30	30	10	-	-	-	-			
	Auditors																														
	Level II .....	21	39.5	549.50	-	-	-	-	-	-	-	29	24	19	19	10	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Level III .....	71	39.5	619.50	-	-	-	-	-	-	-	4	6	17	51	14	-	-	3	40	33	13	-	-	-	-	-	-	-		
	Level IV .....	15	39.0	893.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	40	33	13	-	-	-	-	-	-		
	Chief accountants																														
	Level II .....	64	39.0	1,039.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	53	14	23	8	-	-	-	-	-	3 56	
	Level III .....	9	37.0	1,660.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	22	-	-	11		
	Personnel specialists																														
	Level I .....	137	39.5	432.00	-	-	-	-	-	23	44	28	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level II .....	1,490	39.5	480.00	-	-	-	-	1	9	28	27	22	10	2	17	7	4	1	-	-	-	-	-	-	-	-	-	-	-	
	Level III .....	1,932	39.5	602.50	-	-	-	-	-	-	1	10	17	20	23	17	7	4	1	-	-	-	-	-	-	-	-	-	-	-	
	Level IV .....	720	39.5	774.50	-	-	-	-	-	-	-	-	-	-	3	10	10	18	22	26	8	2	( <sup>2</sup> )	-	-	-	-	-	-	-	
	Level V .....	70	39.5	1,027.00	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6	20	16	30	10	14	3	-	-	-	-	-	
	Personnel supervisors/managers																														
	Level I .....	205	39.0	811.50	-	-	-	-	-	-	-	-	-	-	-	10	4	20	22	18	20	4	1	-	-	5	1	-	-	-	4
	Level II .....	125	39.0	993.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	22	18	22	15	6	-	-	-	-	-	-	-
	Level III .....	27	38.0	1,455.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	4	11	59	-	-	-	15	4
	Directors of personnel																														
	Level I .....	281	40.0	759.50	-	-	-	-	-	-	-	-	1	-	10	10	10	24	22	31	2	-	-	-	-	-	-	-	-	-	-
	Level II .....	333	40.0	959.00	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>2</sup> )	3	1	32	31	24	10	-	-	-	-	-	-	-	-
	Level III .....	104	40.0	1,253.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24	15	30	14	4	9	-	-	-	-
	Attorneys																														
	Level I .....	7	40.0	680.00	-	-	-	-	-	-	-	-	-	-	71	-	-	-	29	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	57	40.0	829.50	-	-	-	-	-	-	-	-	-	-	-	-	18	11	-	63	5	-	4	-	-	-	-	-	-	-	-	
Level III .....	67	39.5	1,050.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	16	52	16	3	3	-	-	-	-	-	1	
Level IV .....	22	40.0	1,341.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	18	27	5	18	-	-	-	5	
Buyers																															
Level I .....	818	39.0	411.50	-	-	3	17	18	38	16	5	1	( <sup>2</sup> )	-	( <sup>2</sup> )	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,036	39.5	512.00	-	-	-	-	4	22	18	25	22	6	-	-	-	-	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Computer programmers																															
Level I .....	196	40.0	437.50	-	-	-	1	7	23	34	26	5	3	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	815	40.0	517.00	-	-	-	-	3	12	28	29	13	9	3	1	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	975	39.5	618.50	-	-	-	-	1	3	12	28	29	13	9	5	1	1	5	1	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	226	39.5	770.00	-	-	-	-	-	-	-	-	-	-	6	11	13	11	16	33	11	-	-	-	-	-	-	-	-	-	-	-
Computer systems analysts																															
Level I .....	689	39.5	607.50	-	-	-	-	-	-	2	4	13	34	22	16	5	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,454	39.5	721.00	-	-	-	-	-	-	-	( <sup>2</sup> )	2	8	11	21	23	16	16	2	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-
Level III .....	383	39.5	848.50	-	-	-	-	-	-	-	-	-	-	-	-	3	9	16	46	21	4	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
Level IV .....	72	40.0	948.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	18	26	33	6	-	-	-	-	-	-	-	-	-
Computer systems analyst supervisors/managers																															
Level I .....	155	39.0	938.00	-	-	-	-	-	-	-	-	-	-	-	-	-	9	4	26	32	16	11	1	1	1	-	-	-	-	-	-
Level II .....	72	39.5	1,040.00	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	13	36	21	36	7	4	-	-	-	-	-	1	-
Level III .....	7	39.5	1,365.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	43	14	14	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 8. Occupational earnings: Other full-time professional, technical, and clerical occupations—United States—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>1</sup> March 1989)

Occupation and level	Number of workers	Average (standard) hours weekly	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
				Under 150	150 and under 200	200	250	300	350	400	450	500	550	600	650	700	750	800	900	1000	1100	1200	1300	1400	1500	1600	1700 and over
				150	200	250	300	350	400	450	500	550	600	650	700	750	800	900	1000	1100	1200	1300	1400	1500	1600	1700	
Engineers	14	40.0	\$655.50	-	-	-	-	-	-	-	-	7	14	29	29	7	7	-	-	-	-	-	-	-	-	-	-
Level II	43	39.5	736.00	-	-	-	-	-	-	-	-	2	2	7	9	30	35	14	-	-	-	-	-	-	-	-	-
Level III	23	39.5	931.00	-	-	-	-	-	-	-	-	-	-	-	-	-	4	39	43	9	4	-	-	-	-	-	-
Level IV																											
Technical support occupations																											
Drafters	9	40.0	359.50	-	-	-	44	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	24	40.0	398.00	-	-	-	-	79	17	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III																											
Computer operators	408	39.5	293.50	-	20	40	28	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I	2,625	39.5	360.00	-	2	12	28	39	13	6	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	976	39.5	433.50	-	-	-	4	26	36	20	11	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	140	40.0	507.50	-	-	-	-	3	8	43	19	21	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV																											
Photographers	46	40.0	372.50	-	2	-	26	37	35	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I	184	39.0	429.50	-	-	-	4	36	29	13	15	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	103	40.0	466.00	-	-	-	-	10	15	12	34	17	5	3	3	-	-	-	-	-	-	-	-	-	-	-	-
Level III																											
Clerical support occupations																											
Accounting clerks	631	40.0	254.00	-	7	50	31	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I	5,531	39.5	305.50	-	1	11	38	29	17	3	( <sup>2</sup> )	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	3,155	39.0	361.50	-	( <sup>2</sup> )	7	34	40	17	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	223	40.0	420.50	-	-	-	-	12	22	30	31	4	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV																											
File clerks	2,731	39.5	240.50	-	21	42	26	7	3	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I	1,768	39.5	277.50	-	2	29	39	21	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	103	38.5	349.50	-	-	-	-	63	28	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III																											
Key entry operators	3,391	39.5	279.50	-	5	26	39	18	10	2	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I	1,671	39.5	333.50	-	1	30	30	26	11	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	1,185	39.5	258.00	1	18	29	31	14	7	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Messengers	435	39.5	286.50	-	27	35	27	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Personnel clerks/assistants	919	39.5	335.50	-	2	31	32	27	7	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I	619	39.5	398.50	-	-	1	19	37	25	12	5	1	-	-	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level II	137	40.0	486.50	-	-	-	-	-	-	31	40	18	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III																											
Purchasing clerks/assistants	363	40.0	283.00	-	29	31	32	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I	722	39.5	336.50	-	4	23	29	34	8	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	145	40.0	407.50	-	-	-	3	45	35	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III																											

See footnotes at end of table.



**Table 8. Occupational earnings: Other full-time professional, technical, and clerical occupations—United States—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>1</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																
				Under 150	150 or under 200	200	250	300	350	400	450	500	550	600	650	700	750	800	900	1000
				150 and under 200	200	250	300	350	400	450	500	550	600	650	700	750	800	900	1000	1100
Secretaries																				
Level I .....	8,394	39.5	\$331.00	-	-	5	24	37	28	5	1	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-
Level II .....	10,412	39.5	379.50	-	-	1	7	25	32	25	7	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-
Level III .....	7,440	39.5	428.50	-	-	-	1	8	26	32	19	10	3	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-
Level IV .....	2,332	39.5	480.50	-	-	-	-	3	10	36	20	9	4	1	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-
Level V .....	365	39.5	583.00	-	-	-	-	-	-	2	17	21	21	14	16	2	4	2	-	-
Typists																				
Level I .....	1,881	38.5	296.00	-	2	19	31	29	17	2	( <sup>2</sup> )	( <sup>2</sup> )	-	-	-	-	-	-	-	-
Level II .....	514	39.5	317.50	-	-	2	34	45	18	1	-	-	-	-	-	-	-	-	-	-
General clerks																				
Level I .....	1,004	40.0	235.50	-	14	57	26	3	1	-	-	-	-	-	-	-	-	-	-	-
Level II .....	5,349	39.0	293.50	( <sup>2</sup> )	( <sup>2</sup> )	24	33	28	12	3	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
Level III .....	4,705	39.5	313.50	-	2	8	28	39	18	3	1	( <sup>2</sup> )	-	-	-	-	-	-	-	-
Level IV .....	1,231	39.5	356.50	-	-	1	14	37	28	11	8	1	-	-	-	-	-	-	-	-

<sup>2</sup> Less than 0.5 percent.

<sup>3</sup> Workers were distributed as follows: 44 percent at \$1,700 and under \$1,800 and 11 percent at \$2,300 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

<sup>1</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

**Table 9. Occupational earnings: Full-time health care occupations—Boston, MA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> January 1989)

Occupation and level		Number of weekly workers	Average (standard) of weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																										
					200 and under 225	225	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	1250	
Registered professional nurses																															
Supervisors of nurses	39	38.5	\$884.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	10	-	-	33	23	-	-	-	-	-	-	-	
Head nurses	791	39.5	890.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	8	14	19	15	12	9	8	7	4	3	( <sup>3</sup> )		
Clinical specialists	171	40.0	934.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	8	11	15	19	13	11	8	1	4	4		
Level III	114	40.0	915.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	8	11	18	20	11	12	6	1	4	-		
Level IV	57	40.0	973.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	7	11	9	16	18	7	11	2	4	12		
Nurse anesthetists	47	40.0	1,067.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	-	11	17	9	2	17	38	-	
Level III	47	40.0	1,067.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	-	11	17	9	2	17	38	-	
Nurse practitioners	103	39.5	850.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	4	7	15	16	7	7	6	5	6	3	1		
Level III	84	39.5	813.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	13	13	13	16	19	6	-	1	5	3	-		
Nursing instructors	150	40.0	845.50	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	10	15	17	13	12	11	7	6	4	4	1	( <sup>3</sup> )	-	-	-	-		
Staff nurses	8,177	40.0	700.00	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	9	15	17	13	12	11	7	6	4	4	1	( <sup>3</sup> )	-	-	-	-		
Level II	7,979	40.0	702.50	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	9	15	17	13	12	11	7	6	4	4	1	( <sup>3</sup> )	-	-	-	-		
Other health care occupations																															
Dietitians	149	40.0	517.50	-	-	-	-	-	-	-	-	1	17	32	20	11	13	4	1	-	-	-	-	-	-	-	-	-	-	-	
Licensed practical nurses	615	40.0	492.00	-	-	-	-	-	-	-	-	2	3	19	28	30	14	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	609	40.0	492.50	-	-	-	-	-	-	-	-	3	19	28	30	14	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians	237	40.0	451.00	-	-	1	3	8	5	8	31	16	15	2	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians	618	39.5	492.00	-	-	1	3	5	4	2	8	10	19	20	14	8	4	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Level I	118	39.5	347.00	-	-	3	15	23	14	8	25	9	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	184	39.5	471.00	-	-	-	-	2	5	1	11	18	29	25	5	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III	309	40.0	554.00	-	-	-	-	-	-	-	-	5	21	24	25	14	8	4	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV	7	40.0	777.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	71	14	-	-	-	-	-	-	-	-	-	-	
Diagnostic medical sonographers	64	39.5	606.00	-	-	-	-	-	-	-	-	-	-	8	22	22	19	16	8	5	2	-	-	-	-	-	-	-	-	-	
Level III	56	39.5	591.00	-	-	-	-	-	-	-	-	-	9	23	23	20	18	7	-	-	-	-	-	-	-	-	-	-	-	-	
EEG technicians	33	40.0	467.50	-	-	-	-	-	-	-	-	12	33	24	21	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	33	40.0	467.50	-	-	-	-	-	-	-	-	12	33	24	21	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
EKG technicians	139	40.0	352.00	-	-	3	13	22	14	7	24	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level I	113	39.5	343.50	-	-	4	16	24	14	9	24	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	26	40.0	391.00	-	-	-	-	15	15	-	23	46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Respiratory therapists	341	39.5	526.00	-	-	-	-	-	2	2	7	28	28	19	9	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	109	39.5	487.00	-	-	-	-	-	5	-	6	9	39	33	6	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III	230	40.0	546.00	-	-	-	-	-	-	-	-	6	23	25	25	12	6	3	-	-	-	-	-	-	-	-	-	-	-	-	
Medical records administrators	63	39.5	715.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	6	2	3	-	-	5	3	-	-	
Medical records technicians	111	39.5	406.00	-	-	-	-	3	14	14	15	26	24	4	-	-	-	16	3	2	-	-	-	-	-	-	-	-	-	-	
Medical social workers	338	40.0	537.00	-	-	-	-	-	1	( <sup>3</sup> )	1	9	14	22	24	15	11	8	3	2	-	-	-	-	-	-	-	-	-	-	-
Medical technologists	1,003	40.0	562.00	-	-	-	-	-	-	-	-	1	9	14	22	21	15	9	7	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Nuclear medical technologists	67	39.5	590.50	-	-	-	-	-	-	-	-	-	15	18	22	25	10	6	-	-	3	-	-	-	-	-	-	-	-	-	
Nursing assistants	3,185	39.5	337.00	-	2	5	23	22	13	10	14	11	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level I	55	40.0	292.50	-	2	20	58	4	7	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	2,123	40.0	328.50	-	2	2	14	19	10	10	14	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III	963	39.0	352.00	-	-	2	14	30	10	9	13	19	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV	44	39.5	450.00	-	-	-	-	2	-	2	27	14	34	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists	332	40.0	515.00	-	-	-	-	-	-	-	-	2	( <sup>3</sup> )	52	23	14	8	2	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	
Pharmacists	288	40.0	682.50	-	-	-	-	-	-	-	-	-	-	2	10	25	25	23	9	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
Pharmacy technicians	219	40.0	335.00	-	-	-	-	18	22	15	14	11	1	-	-	-	-	16	35	-	-	1	4	-	-	-	-	-	-	-	
Physical therapists' supervisors	81	40.0	705.50	-	-	-	-	-	-	-	( <sup>3</sup> )	1	51	24	11	7	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists	512	40.0	523.00	-	-	-	-	-	-	-	-	-	-	4	46	18	9	5	7	2	11	-	-	-	-	-	-	-	-	-	
Radiation therapy technologists	57	40.0	594.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	33	6	2	-	8	-	-	-	-	-	-	-	
Radiographers' supervisors (X-ray)	49	39.5	745.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	3	1	-	-	-	-	-	-	-	-	-	-	
Radiographers (X-ray)	302	40.0	545.00	-	-	-	-	-	-	-	-	-	12	16	24	24	3	1	-	-	-	-	-	-	-	-	-	-	-	-	
Speech pathologists	88	40.0	547.00	-	-	-	-	-	-	-	-	9	16	34	20	8	9	1	2	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 9. Occupational earnings: Full-time health care occupations—Boston, MA<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> January 1989)

Occupation and level	Number of workers	Average (standard) hours weekly	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				200 and under	225	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200
				225	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	
Surgical technologists .....	187	39.5	\$432.00	-	-	-	-	3	7	8	14	27	21	19	-	-	-	-	-	-	-	-	-	-	-	-	-	
	768	40.0	354.00	-	1	4	9	18	16	15	16	18	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																												
Admitting clerks .....	243	39.5	353.50	-	-	4	10	21	17	18	12	10	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	130	39.5	388.00	-	-	-	-	3	18	9	37	24	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Payroll clerks .....	65	39.5	373.00	-	-	-	6	11	15	26	11	23	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	171	39.5	333.00	-	5	5	19	25	9	18	6	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																												
Food service helpers .....	861	40.0	291.00	4	16	25	16	17	8	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	1,910	40.0	288.50	2	15	26	19	14	14	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers .....	241	40.0	305.00	-	7	28	12	19	15	15	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Boston metropolitan area consists of Suffolk County, 3 communities in Bristol County, 4 in Essex County, 44 in Middlesex County, 26 in Norfolk County, 16 in Plymouth County, and 9 in Worcester County.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and

lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.



**Table 10. Occupational earnings: Part-time health care occupations—Boston, MA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings.<sup>2</sup> January 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																												
			4.50 and under 5.00	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00	23.00	24.00	25.00 and over		
Registered professional nurses																															
Staff nurses	6,576	\$19.17	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	6	7	8	13	13	13	12	8	7	6	2	7	5	
Level II	6,479	19.15	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	6	7	8	14	13	13	12	8	7	6	2	7	4	
Level III	39	24.10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	3	5	33	8	3	38	
Other health care occupations																															
Dietitians	54	13.28	-	-	-	-	-	-	-	-	-	-	-	9	7	30	19	17	15	4	-	-	-	-	-	-	-	-	-	-	
Licensed practical nurses	601	12.33	-	-	-	-	-	-	-	-	-	2	5	12	21	27	19	11	2	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians	199	11.48	-	-	-	-	-	1	1	6	6	7	4	14	16	19	19	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical machine operating technicians																															
Diagnostic medical sonographers	341	11.61	-	-	-	-	1	5	10	9	4	2	(*)	11	9	12	17	7	4	8	2	-	-	-	-	-	-	-	-	-	-
EEG technicians	24	15.42	-	-	-	-	-	-	-	-	-	-	-	-	-	8	17	17	8	46	4	-	-	-	-	-	-	-	-	-	-
EKG technicians	12	11.73	-	-	-	-	-	-	-	-	-	8	-	17	25	33	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EKG technicians	105	8.21	-	-	-	-	2	15	32	29	7	2	1	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists	199	12.96	-	-	-	-	-	-	-	1	2	2	-	12	15	17	26	10	5	9	3	-	-	-	-	-	-	-	-	-	-
Medical records technicians																															
Medical records technicians	67	9.85	-	-	-	-	-	-	6	21	1	16	9	18	22	6	-	-	-	-	-	-	-	-	4	-	-	-	-	-	-
Medical social workers	167	14.93	-	-	-	-	-	-	-	-	-	-	-	2	6	16	13	18	11	8	11	9	4	-	-	-	-	-	-	-	-
Medical technologists	613	14.10	-	-	-	-	-	-	-	-	-	-	-	2	6	19	27	18	13	8	3	4	-	-	-	-	-	-	-	-	-
Nuclear medical technologists	24	13.85	-	-	-	-	-	-	-	-	-	-	-	-	-	17	25	50	8	-	-	-	-	-	-	-	-	-	-	-	-
Nursing assistants																															
Nursing assistants	1,274	8.21	-	-	1	1	8	23	15	18	12	10	7	5	2	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists																															
Occupational therapists	52	13.87	-	-	-	-	-	-	-	-	-	-	-	-	4	33	19	12	25	8	-	-	-	6	3	1	-	-	-	-	-
Pharmacists	172	17.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6	19	19	24	20	-	-	-	-	-	-	-	-	-
Pharmacy technicians	192	7.94	-	-	-	-	10	31	12	18	14	5	7	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists	117	15.15	-	-	-	-	-	-	-	-	-	-	-	-	-	13	10	22	25	14	13	3	-	-	-	-	-	-	-	-	-
Radiation therapy technologists	10	16.60	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	-	-	50	10	-	-	-	20	-	-	-	-	-	-
Radiographers (X-ray)	356	13.96	-	-	-	-	-	-	-	-	-	-	-	1	10	17	22	20	21	8	1	-	-	-	-	-	-	-	-	-	-
Surgical technologists	75	10.81	-	-	-	-	-	-	-	4	7	5	11	32	16	16	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries																															
Unit secretaries	958	8.18	-	-	1	2	10	15	22	12	11	10	8	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																															
Admitting clerks	359	8.40	-	-	-	1	8	13	19	15	10	15	9	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists	158	9.93	-	-	-	-	-	3	4	7	14	8	13	35	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Payroll clerks	11	9.28	-	-	-	-	-	-	9	27	18	-	9	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	371	7.63	-	-	4	14	13	22	17	5	10	5	1	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																															
Food service helpers	1,371	6.25	2	14	20	30	21	6	3	1	2	1	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners	1,096	6.64	-	(*)	11	52	17	6	4	5	3	2	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers	41	6.57	-	5	12	39	17	15	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Boston metropolitan area consists of Suffolk County, 3 communities in Bristol County, 4 in Essex County, 44 in Middlesex County, 26 in Norfolk County, 16 in Plymouth County, and 9 in Worcester County.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Workers were distributed as follows: 18 percent at \$25 and under \$26; 5 percent at \$27 and under \$28; and 15 percent at \$29 and under \$30.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.

**Table 11. Occupational earnings: Other full-time professional, technical, and clerical occupations—Boston, MA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> January 1989)

Occupation and level	Number of workers	Average (standard) hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				Under 225	225 and under	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200
				225	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	
Professional and administrative occupations	Accountants																											
	Level I .....	23	39.0	\$444.00	-	-	-	-	-	-	4	70	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II .....	97	39.5	527.00	-	-	-	-	-	-	-	11	28	34	8	12	6	-	-	-	-	-	-	-	-	-	-	-
	Level III .....	68	39.5	673.50	-	-	-	-	-	-	-	-	-	1	21	16	35	9	12	3	3	-	-	-	-	-	-	-
	Level IV .....	55	39.0	842.50	-	-	-	-	-	-	-	-	-	-	-	-	7	7	35	7	16	2	18	5	2	-	-	
	Personnel specialists																											
	Level II .....	60	39.5	517.50	-	-	-	-	-	-	2	8	35	27	17	8	2	2	-	-	-	-	-	-	-	-	-	-
	Level III .....	108	39.5	591.50	-	-	-	-	-	-	-	-	6	19	34	24	12	5	-	-	-	-	-	-	-	-	-	-
	Level IV .....	36	39.5	774.00	-	-	-	-	-	-	-	-	-	-	-	22	6	8	25	3	31	3	-	3	-	-	-	-
	Level V .....	8	40.0	930.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	63	-	25	-	13	-	-	-
	Personnel supervisors/managers																											
	Level I .....	13	40.0	841.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	46	31	-	8	15	-	-	-	-	-
	Level II .....	6	39.5	1,070.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	17	-	17	33	
	Buyers																											
	Level I .....	15	40.0	460.00	-	-	-	-	-	-	-	13	20	53	13	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II .....	32	40.0	526.00	-	-	-	-	-	-	-	-	9	31	34	6	19	-	-	-	-	-	-	-	-	-	-	-
	Level III .....	10	40.0	649.00	-	-	-	-	-	-	-	-	-	10	-	10	30	30	10	-	10	-	-	-	-	-	-	-
	Computer programmers																											
	Level II .....	59	39.5	520.00	-	-	-	-	-	-	-	-	2	37	44	8	5	2	2	-	-	-	-	-	-	-	-	-
Level III .....	42	40.0	618.50	-	-	-	-	-	-	-	-	-	7	21	5	26	29	10	2	-	-	-	-	-	-	-	-	
Computer systems analysts																												
Level I .....	45	39.5	634.00	-	-	-	-	-	-	-	-	-	-	4	20	47	16	9	-	4	-	-	-	-	-	-	-	
Level II .....	83	40.0	739.00	-	-	-	-	-	-	-	-	-	-	-	4	12	16	24	24	8	8	4	-	-	-	-	-	
Level III .....	35	39.5	881.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	23	11	17	14	9	3	-	-	
Technical support occupations																												
Computer operators																												
Level II .....	81	39.0	380.50	-	-	-	-	5	15	25	21	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	28	39.5	466.00	-	-	-	-	-	-	-	14	29	36	14	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Photographers																												
Level II .....	16	39.5	407.00	-	-	-	-	-	-	6	56	31	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	11	39.5	457.50	-	-	-	-	-	-	-	45	18	9	-	18	9	-	-	-	-	-	-	-	-	-	-	-	-
Clerical support occupations																												
Accounting clerks																												
Level I .....	8	40.0	270.00	-	50	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	116	39.0	335.50	-	4	21	28	13	9	22	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	52	39.5	395.00	-	-	6	2	12	10	23	46	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
File clerks																												
Level I .....	61	39.0	268.00	5	30	36	10	11	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	16	40.0	286.00	-	6	44	38	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Key entry operators																												
Level I .....	41	39.5	315.50	-	10	5	34	24	10	2	5	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	70	39.5	340.50	-	-	10	4	24	20	14	21	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Messengers																												
Level I .....	45	39.5	283.50	2	2	47	29	9	4	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Personnel clerks/assistants																												
Level II .....	19	39.5	360.50	-	-	-	-	26	16	-	58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	23	39.0	399.00	-	-	-	-	-	4	30	35	4	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 11. Occupational earnings: Other full-time professional, technical, and clerical occupations—Boston, MA<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> January 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
				225 and under	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200
				Under 225	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200
Purchasing clerks/assistants																											
Level II .....	16	39.5	\$385.50	-	-	-	19	6	25	31	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	11	40.0	407.50	-	-	-	-	-	-	55	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries																											
Level I .....	99	39.5	384.50	-	-	-	18	10	18	10	28	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	720	39.5	441.50	-	-	-	3	4	7	13	29	28	14	3	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	174	40.0	511.00	-	-	-	-	-	2	6	11	28	19	20	15	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	150	39.5	542.00	-	-	-	-	-	-	-	8	18	28	23	19	4	-	-	-	-	-	-	-	-	-	-	
Level V .....	8	39.5	628.50	-	-	-	-	-	-	-	-	-	-	50	-	-	-	-	-	-	-	-	-	-	-	-	
Typists																											
Level I .....	14	40.0	315.50	-	7	36	14	29	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
General clerks																											
Level II .....	30	40.0	301.50	-	10	47	20	17	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	21	40.0	352.50	-	-	10	19	19	29	19	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Boston metropolitan area consists of Suffolk County, 3 communities in Bristol County, 4 in Essex County, 44 in Middlesex County, 26 in Norfolk County, 16 in Plymouth County, and 9 in Worcester County.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.



**Table 12. Occupational earnings: Full-time health care occupations—New York, NY<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> February 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																										
				Under 300	300 and under 325	325-350	350-375	375-400	400-425	425-450	450-475	475-500	500-525	525-550	550-575	575-600	600-625	625-650	650-675	675-700	700-725	725-750	750-800	800-850	850-900	900-950	950-1000	1000 and over		
Registered professional nurses	Supervisors of nurses .....	1,083	38.5	\$832.00	-	-	-	-	-	-	-	-	1	-	-	1	-	( <sup>3</sup> )	4	2	4	9	14	24	20	12	7	3		
	Head nurses .....	2,258	37.0	725.50	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	1	6	10	14	10	10	15	17	8	4	2	1	1		
	Clinical specialists .....	862	38.0	724.50	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	3	9	6	22	7	7	7	15	10	5	3	1	2		
	Level III .....	838	38.0	718.00	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	3	3	9	7	22	7	7	8	16	9	5	2	1	1		
	Nurse anesthetists .....	279	36.5	814.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	10	3	15	23	15	4	4	8		
	Level III .....	279	36.5	814.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	10	3	15	23	15	4	4	8		
	Nurse practitioners .....	103	37.5	787.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	1	4	20	27	19	20	2	-		
	Level III .....	103	37.5	787.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	1	4	20	27	19	20	2	-		
	Nursing instructors .....	422	37.5	746.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	4	21	28	20	21	2	-		
	Level III .....	422	37.5	746.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	1	4	21	28	20	21	2	-		
	Staff nurses .....	20,346	37.5	602.00	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	4	13	23	15	14	10	7	5	2	2	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
	Level II .....	19,494	37.5	603.00	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	1	5	14	21	16	14	10	7	5	2	2	2	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	
	Level II-specialists .....	38	38.5	722.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	16	16	-	37	11	-	-	-	-	
	Level III .....	175	36.0	619.50	-	-	2	2	-	-	-	-	-	-	-	15	19	5	7	5	1	32	10	2	-	-	-	-	-	
Other health care occupations																														
	Dietitians .....	490	37.0	529.00	-	-	1	1	2	4	14	13	24	13	10	2	4	4	3	1	1	( <sup>3</sup> )	2	-	-	-	-	-	-	
	Licensed practical nurses .....	2,355	37.0	443.50	-	1	11	5	15	26	19	8	11	3	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
	Level II .....	2,289	37.0	443.50	-	1	11	5	14	26	19	8	11	3	2	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	
	Medical laboratory technicians .....	685	36.5	458.50	1	( <sup>3</sup> )	1	11	10	22	21	18	6	4	2	1	1	1	-	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	
	Medical machine operating technicians .....	1,907	36.5	478.50	1	2	7	10	12	7	7	9	16	8	7	6	3	2	1	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
	Level I .....	325	36.5	388.50	4	5	7	23	24	18	6	9	3	1	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
	Level II .....	868	36.0	457.00	-	-	1	6	13	19	13	9	13	14	3	1	6	2	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
	Level III .....	702	37.0	546.00	-	-	-	-	1	1	4	7	25	18	18	10	7	6	3	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
	Diagnostic medical sonographers .....	175	36.5	560.00	-	-	-	-	-	-	-	1	3	28	29	7	6	9	6	10	-	-	1	-	-	-	-	-	-	
	Level III .....	145	36.5	564.50	-	-	-	-	-	-	-	1	3	28	29	3	7	11	7	12	-	-	1	-	-	-	-	-	-	
	EEG technicians .....	82	36.0	440.50	-	-	2	7	9	29	22	9	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level II .....	63	36.0	426.50	-	-	10	11	33	29	6	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	EKG technicians .....	472	36.5	392.00	1	2	5	20	32	29	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level I .....	265	37.0	384.00	2	3	8	28	29	23	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level II .....	203	36.0	402.00	-	-	1	11	37	35	5	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Respiratory therapists .....	1,053	37.0	511.00	-	1	2	2	3	9	8	14	25	9	11	9	4	3	1	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	
	Level I .....	45	36.0	437.50	-	18	-	4	-	47	20	7	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
	Level II .....	478	36.5	486.00	-	-	-	4	4	7	17	7	21	22	3	1	10	3	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	
	Level III .....	524	37.5	540.50	-	-	-	-	-	2	5	7	27	16	21	10	5	7	1	-	-	-	-	-	-	-	-	-	-	
	Medical records administrators .....	92	35.5	795.50	-	-	-	-	-	-	-	-	2	-	2	7	2	-	-	12	-	-	13	-	10	14	8	7	7	
	Medical records technicians .....	598	36.5	415.50	1	3	8	8	17	25	8	23	6	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Medical social workers .....	1,370	36.0	606.50	-	( <sup>3</sup> )	-	2	( <sup>3</sup> )	1	1	5	10	12	12	11	7	8	9	3	3	3	7	5	2	1	-	-	-	
	Medical technologists .....	2,498	36.5	535.00	-	-	-	-	-	1	3	11	14	21	16	10	4	3	2	2	1	1	1	( <sup>3</sup> )	-	-	-	-	-	
	Nuclear medical technologists .....	221	37.0	575.50	-	-	-	-	1	( <sup>3</sup> )	-	4	5	7	17	15	17	13	12	7	2	1	-	-	-	-	-	-	-	
	Nursing assistants .....	11,035	37.0	354.50	4	19	25	18	25	7	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level I .....	993	37.0	338.00	4	31	38	19	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level II .....	9,347	37.0	355.00	4	18	25	18	25	8	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Level III .....	530	37.5	378.50	3	8	14	17	36	6	9	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Occupational therapists .....	259	36.0	607.50	-	-	-	-	-	-	-	( <sup>3</sup> )	2	( <sup>3</sup> )	-	8	24	29	19	5	2	2	1	1	35	13	4	1	( <sup>3</sup> )		
Pharmacists .....	904	36.5	750.00	-	-	-	-	-	-	-	-	1	8	8	24	29	19	5	2	7	10	21	21	-	-	-	-	-		
Pharmacy technicians .....	314	36.5	382.00	-	7	7	37	28	8	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Physical therapists' supervisors .....	83	36.5	819.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Physical therapists .....	618	36.5	600.00	-	-	-	-	-	-	-	-	-	2	5	14	31	27	10	8	( <sup>3</sup> )	( <sup>3</sup> )	1	1	16	10	14	-	8		
Radiation therapy technologists .....	160	36.5	622.50	-	-	-	-	-	-	-	-	-	-	13	8	14	11	16	9	9	16	1	1	1	1	-	-	-		
Radiographers' supervisors (X-ray) .....	166	36.0	732.50	-	-	-	-	-	-	-	-	2	-	-	-	-	2	5	10	9	24	11	15	16	6	-	-	-		
Radiographers (X-ray) .....	1,211	36.0	592.50	-	-	-	-	-	( <sup>3</sup> )	1	2	4	6	10	11	15	20	16	6	3	1	1	2	-	-	-	-	-	-	

See footnotes at end of table.

**Table 12. Occupational earnings: Full-time health care occupations—New York, NY<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> February 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																										
				Under 300	300 and under 325	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	800	850	900	950	1000 and over		
				(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	(%)	
Speech pathologists .....	134	36.0	\$603.00	-	-	-	-	-	-	-	-	-	9	13	19	13	10	7	17	7	-	4	1	-	-	-	-	-		
Surgical technologists .....	440	37.0	419.00	( <sup>3</sup> )	-	6	5	23	33	13	9	3	5	1	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-		
Unit secretaries .....	3,146	36.5	357.50	5	12	23	27	22	6	2	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Office clerical occupations																														
Admitting clerks .....	735	36.5	375.00	2	11	16	25	18	16	8	2	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Medical transcriptionists .....	389	36.5	394.50	2	4	7	18	23	27	12	5	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Payroll clerks .....	191	36.0	389.50	-	4	18	20	20	16	10	7	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-		
Switchboard operators .....	538	36.0	380.50	7	6	11	17	19	34	5	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service occupations																														
Food service helpers .....	2,176	37.0	365.50	4	5	25	23	32	7	2	1	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Hospital cleaners .....	5,938	37.0	352.00	6	17	32	18	21	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Laundry workers .....	710	37.5	349.50	7	11	33	31	14	4	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

<sup>1</sup> The New York metropolitan area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Putnam, Rockland, and Westchester Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 4 percent at \$1,000 and under \$1,050; 1 percent at \$1,050 and under \$1,100; 1 percent at \$1,100 and under \$1,150; 3 percent at \$1,150 and under \$1,200; and 1 percent at \$1,200 and under \$1,300.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 13. Occupational earnings: Part-time health care occupations—New York, NY<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings.<sup>2</sup> February 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			Under 7.50	7.50 and under 8.00	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00	16.50	17.00	18.00	19.00	20.00	21.00	22.00	23.00 and over	
Registered professional nurses																														
	Staff nurses .....	3,387	\$16.70	-	-	-	-	-	-	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	1	5	4	6	11	8	11	11	14	16	10	1	1	( <sup>3</sup> )	( <sup>3</sup> )	
Level II .....	3,149	16.73	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	1	6	4	7	10	6	12	12	15	11	1	1	( <sup>3</sup> )	( <sup>3</sup> )		
Other health care occupations																														
	Dietitians .....	72	13.61	-	-	-	-	-	-	-	6	17	-	11	13	21	10	11	1	-	3	-	8	-	-	-	-	-	-	-
Licensed practical nurses .....	397	12.22	-	-	-	1	4	4	5	10	10	10	19	7	9	6	-	16	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians .....	170	12.52	-	-	-	-	-	3	5	4	5	24	11	16	9	10	1	-	4	4	2	1	-	-	-	-	-	-	-	-
Medical machine operating technicians .....																														
	Diagnostic medical sonographers .....	452	11.67	-	-	4	4	10	13	6	11	8	6	4	3	1	2	9	12	3	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-
EEG technicians .....	12	14.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50	50	-	-	-	-	-	-	-	-	-	-	-	-
EKG technicians .....	11	10.65	-	-	-	-	-	27	9	27	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....	200	10.01	-	-	9	9	16	21	13	11	9	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical records technicians .....	223	13.09	-	-	1	1	5	5	-	9	5	4	7	7	2	4	16	21	5	4	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Medical social workers .....	35	11.67	-	-	-	-	23	-	9	14	-	-	17	6	-	17	14	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical technologists .....	321	17.17	-	-	-	-	-	-	-	-	-	-	4	-	7	5	3	7	7	5	5	8	14	8	14	4	9	1	2	
Nuclear medical technologists .....	773	14.52	-	-	-	-	-	-	-	-	1	2	6	7	5	16	13	17	9	6	5	-	25	4	1	-	-	-	-	-
Nursing assistants .....	8	15.36	-	-	-	-	-	-	-	-	-	-	-	-	25	-	-	-	25	25	-	-	25	-	-	-	-	-	-	-
Occupational therapists .....	1,124	8.82	8	12	23	15	20	9	3	9	( <sup>3</sup> )	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pharmacists .....	11	18.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	18	-	18	-	-	18	18	-	-	-	9
Pharmacy technicians .....	156	19.12	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	-	4	-	12	13	-	3	17	16	10	12	6	
Physical therapists .....	57	10.32	-	-	-	-	-	-	-	18	44	4	-	4	-	-	-	-	-	-	11	2	26	26	10	-	-	-	-	6
Radiation therapy technologists .....	62	16.24	-	-	-	-	16	16	16	18	44	4	-	-	2	3	-	2	5	8	11	2	26	26	10	-	-	-	-	-
Radiographers (X-ray) .....	20	15.57	-	-	-	-	-	-	-	-	-	-	-	-	15	-	-	20	35	20	-	-	15	10	-	-	-	-	-	-
Speech pathologists .....	322	16.13	-	-	-	-	-	-	-	-	-	1	-	3	3	7	7	7	8	12	11	4	15	12	10	-	-	-	-	-
Surgical technologists .....	39	16.26	-	-	-	-	-	-	-	-	-	-	-	-	3	-	15	31	-	13	-	13	8	-	8	3	8	-	-	-
Unit secretaries .....	46	11.59	-	-	-	-	-	-	17	4	4	17	26	-	-	4	-	4	-	4	-	-	-	-	-	-	-	-	-	-
Office clerical occupations	849	9.11	( <sup>3</sup> )	15	17	25	11	9	9	5	6	2	-	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Admitting clerks .....	308	9.65	2	8	10	12	7	24	10	18	3	3	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	93	11.17	-	-	-	-	-	2	10	27	24	32	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Payroll clerks .....	14	10.50	-	-	-	-	14	29	-	-	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	369	9.70	4	7	4	17	15	14	12	8	8	9	2	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																														
Food service helpers .....	1,169	8.62	3	16	27	24	17	5	6	2	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	884	8.66	7	18	26	18	6	9	12	2	( <sup>3</sup> )	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	50	8.65	8	28	6	16	26	-	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

end bonuses, and other nonproduction bonuses.

<sup>1</sup> The New York metropolitan area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Putnam, Rockland, and Westchester Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.



**Table 14. Occupational earnings: Other full-time professional, technical, and clerical occupations—New York, NY<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> January 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				Under 250	250 and under 300	300	350	400	450	500	550	600	650	700	750	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000 and over	
Professional and administrative occupations	Accountants																												
	Level I .....	51	36.0	\$440.50	-	-	-	20	41	31	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level II .....	211	36.5	524.00	-	-	-	3	5	25	39	21	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level III .....	159	36.0	636.50	-	-	-	-	-	1	16	23	27	12	9	8	4	1	-	-	-	-	-	-	-	-	-	-	
	Level IV .....	72	36.0	811.00	-	-	-	-	-	-	-	-	4	4	14	31	33	6	8	-	-	-	-	-	-	-	-	-	
	Level V .....	30	37.0	1,099.00	-	-	-	-	-	-	-	-	-	-	-	3	7	20	7	37	23	3	-	-	-	-	-	-	
	Auditors																												
	Level III .....	10	36.0	626.00	-	-	-	-	-	-	-	-	30	10	60	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Chief accountants																												
	Level II .....	11	35.5	1,140.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level III .....	7	36.0	1,743.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	57	-	-	-
	Personnel specialists																												
	Level I .....	17	36.0	446.50	-	-	-	-	-	65	24	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II .....	99	35.5	531.00	-	-	-	-	3	36	32	15	7	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level III .....	93	36.0	640.50	-	-	-	-	-	-	11	22	25	24	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level IV .....	54	36.0	835.00	-	-	-	-	-	-	-	-	6	-	6	24	30	22	7	-	-	-	-	-	-	-	-	-	-
	Personnel supervisors/managers																												
	Level I .....	31	36.0	899.50	-	-	-	-	-	-	-	-	-	-	-	10	6	32	42	10	-	-	-	-	-	-	-	-	-
	Level II .....	27	36.5	1,133.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	44	37	7	4	-	-	-	-	-	-
Level III .....	13	36.0	1,526.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	46	-	-	-	-	
Buyers																													
Level I .....	61	37.0	492.00	-	-	-	3	26	25	33	10	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	111	36.0	593.50	-	-	-	-	-	5	24	37	9	11	6	6	1	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	9	36.5	748.50	-	-	-	-	-	-	-	-	-	22	-	78	-	-	-	-	-	-	-	-	-	-	-	-	-	
Computer programmers																													
Level I .....	7	37.5	455.00	-	-	-	29	-	71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	31	37.5	593.50	-	-	-	-	-	6	29	29	13	13	3	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	66	37.0	662.00	-	-	-	-	-	-	-	12	39	27	14	5	3	-	-	-	-	-	-	-	-	-	-	-	-	
Computer systems analysts																													
Level I .....	38	37.0	683.50	-	-	-	-	-	-	-	13	11	42	16	8	11	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	146	36.5	735.00	-	-	-	-	-	-	1	7	9	18	29	13	14	4	4	-	-	-	-	-	-	-	-	-	-	
Level III .....	33	36.0	915.00	-	-	-	-	-	-	-	-	-	-	-	-	70	12	15	3	-	-	-	-	-	-	-	-	-	
Computer systems analyst supervisors/managers																													
Level I .....	37	36.5	1,038.00	-	-	-	-	-	-	-	-	-	-	-	8	-	5	32	5	41	3	5	-	-	-	-	-	-	
Level II .....	9	37.0	981.00	-	-	-	-	-	-	-	44	-	-	-	-	-	-	-	-	22	22	-	-	-	-	-	-	-	
Technical support occupations	Computer operators																												
	Level II .....	177	36.5	418.50	-	-	-	41	32	24	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level III .....	61	36.5	468.50	-	-	-	-	46	20	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Photographers																												
	Level II .....	13	35.5	477.00	-	-	8	15	15	-	46	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 14. Occupational earnings: Other full-time professional, technical, and clerical occupations—New York, NY<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> January 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				Under 250	250 or under 300	300	350	400	450	500	550	600	650	700	750	800	900	1000	1100	1200	1300	1400	1500	1600	1700	1800	1900	2000 and over
Clerical support occupations																												
Accounting clerks																												
Level II	560	36.5	\$384.50	-	-	37	44	17	2	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	782	36.0	368.00	-	-	34	45	19	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
File clerks																												
Level II	255	36.0	343.00	2	8	49	33	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	52	37.5	363.50	-	-	62	23	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Key entry operators																												
Level I	264	36.5	370.50	-	4	26	46	22	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	167	37.0	390.00	-	-	8	60	29	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Messengers	118	37.0	334.50	-	19	43	36	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Personnel clerks/assistants																												
Level II	58	36.0	370.00	-	-	26	62	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	36	35.5	417.50	-	-	-	31	53	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Purchasing clerks/assistants																												
Level II	66	35.5	377.00	-	15	14	32	30	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries																												
Level I	525	36.5	397.50	-	-	8	51	32	8	2	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	1,440	36.5	426.50	-	-	1	22	58	13	5	1	( <sup>3</sup> )	2	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	971	36.0	485.00	-	-	-	5	18	30	39	5	2	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV	250	37.0	508.50	-	-	-	-	6	51	36	2	4	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Typists																												
Level I	545	36.0	351.50	-	4	39	50	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	31	37.0	360.50	-	-	29	61	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General clerks																												
Level II	904	36.0	347.00	-	7	53	32	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	453	37.0	348.00	-	2	57	34	6	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The New York metropolitan area consists of New York City (Bronx, Kings, New York, Queens, and Richmond Counties) and Putnam, Rockland, and Westchester Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and

lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

**Table 15. Occupational earnings: Full-time health care occupations—Philadelphia, PA-NJ<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																										
				Under 250	250 and under 275	275-300	300-325	325-350	350-375	375-400	400-425	425-450	450-475	475-500	500-525	525-550	550-575	575-600	600-650	650-700	700-750	750-800	800-850	850-900	900-950	950-1000	1000-1050	1050 and over		
Registered professional nurses																														
Supervisors of nurses .....	397	39.5	\$766.50	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	8	17	24	18	11	8	-	-	-	-	-	
Head nurses .....	1,360	39.5	710.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	18	19	25	18	11	1	4	-	-	-	-	
Clinical specialists .....	194	40.0	714.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	12	18	51	15	2	2	-	-	-	-	-	
Level III .....	192	40.0	714.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	18	51	14	2	2	-	-	-	-	-	
Nurse anesthetists .....	178	40.0	912.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	8	10	18	34	5	12	8	8	
Level III .....	178	40.0	912.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	8	10	18	34	5	12	8	8	
Nurse practitioners .....	23	40.0	716.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	17	26	13	17	-	-	-	-	-	-	
Level III .....	13	40.0	728.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	15	31	23	15	-	-	-	-	-	-	
Nursing instructors .....	357	39.0	677.00	-	-	-	-	-	-	-	-	-	1	1	2	1	4	4	32	27	14	10	8	-	-	-	-	-	-	
Staff nurses .....	14,372	40.0	595.50	-	-	-	-	-	-	-	( <sup>3</sup> )	1	3	5	12	21	14	24	24	14	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-
Level II .....	13,779	40.0	596.50	-	-	-	-	-	-	-	( <sup>3</sup> )	1	4	5	11	21	13	25	14	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-
Level II-specialists .....	73	40.0	687.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	25	26	48	-	-	-	-	-	-	-	-	-
Other health care occupations																														
Dietitians .....	171	39.5	498.50	-	-	-	-	5	9	-	7	14	13	4	18	16	7	6	8	-	-	-	-	-	-	-	-	-	-	-
Licensed practical nurses .....	2,262	39.5	423.50	-	-	1	2	10	13	22	31	13	4	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	2,244	39.5	423.50	-	-	1	2	10	13	23	31	13	4	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians .....	605	39.5	441.50	-	-	1	2	6	9	14	22	20	22	2	1	( <sup>3</sup> )	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Medical machine operating technicians .....	1,479	39.5	462.50	( <sup>3</sup> )	1	3	4	6	8	11	11	10	10	13	10	9	3	1	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Level I .....	243	39.5	363.50	-	7	14	19	21	19	16	( <sup>3</sup> )	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	548	39.5	436.50	-	1	1	1	5	12	18	26	19	11	5	2	1	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	668	39.5	516.50	-	-	-	-	-	-	4	4	2	6	13	26	20	18	5	2	-	-	-	-	-	-	-	-	-	-	-
Diagnostic medical sonographers .....	131	39.5	545.00	-	-	-	-	-	-	1	-	2	11	25	16	31	8	3	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-
Level III .....	119	39.5	537.50	-	-	-	-	-	-	-	-	2	12	24	18	34	7	3	-	-	-	-	-	-	-	-	-	-	-	-
EEG technicians .....	88	39.0	417.50	-	-	1	-	16	18	18	31	9	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	11	39.5	394.50	-	-	9	-	18	9	55	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	77	39.0	420.50	-	-	-	-	16	19	13	34	10	5	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EKG technicians .....	304	39.5	378.50	-	1	5	11	17	19	21	13	2	2	2	3	2	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	232	39.5	362.50	-	1	7	14	20	22	19	14	-	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	60	39.0	415.00	-	-	7	14	20	22	19	14	-	1	( <sup>3</sup> )	1	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....	924	39.5	481.50	-	( <sup>3</sup> )	( <sup>3</sup> )	-	2	4	11	14	14	13	17	12	8	3	1	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Level II .....	393	39.5	440.50	-	1	1	-	2	4	20	27	22	12	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	531	39.5	512.00	-	-	-	-	1	5	5	7	13	26	21	14	5	2	-	-	-	( <sup>3</sup> )	-	-	-	2	-	-	-	-	-
Medical records administrators .....	84	39.5	642.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical records technicians .....	356	39.0	365.50	-	3	5	13	19	17	24	7	8	3	1	2	5	10	18	12	17	5	4	-	2	-	-	-	-	-	-
Medical social workers .....	437	39.0	492.50	-	-	-	1	5	4	6	9	13	15	19	10	12	3	2	1	-	-	-	-	-	-	-	-	-	-	-
Medical technologists .....	1,025	39.5	507.50	-	-	-	-	( <sup>3</sup> )	2	2	10	9	18	24	12	18	3	1	1	-	-	-	-	-	-	-	-	-	-	-
Nuclear medical technologists .....	167	39.5	516.50	-	-	-	-	-	2	2	1	14	23	7	26	22	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Nursing assistants .....	3,126	39.5	343.00	1	6	12	13	26	17	19	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	2,365	39.5	335.00	1	7	12	15	28	19	16	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	669	40.0	355.50	-	4	12	7	21	11	29	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists .....	159	39.5	512.50	-	-	-	-	-	-	-	4	4	8	24	31	9	9	4	4	3	-	-	-	-	-	-	-	-	-	-
Pharmacists .....	580	39.5	703.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists .....	462	39.5	366.50	-	1	7	9	23	24	11	9	15	-	-	1	( <sup>3</sup> )	( <sup>3</sup> )	2	13	34	22	17	7	2	-	-	-	-	-	-
Physical therapists' supervisors .....	65	40.0	677.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists .....	220	39.5	545.50	-	-	-	-	2	2	-	-	1	2	9	20	18	16	10	16	4	-	-	8	-	3	-	-	-	-	-
Radiation therapy technologists .....	115	39.5	496.50	-	-	-	-	-	5	3	9	23	18	11	10	14	3	3	-	-	-	-	-	-	-	-	-	-	-	-
Radiographers' supervisors (X-ray) .....	93	40.0	564.50	-	-	-	-	-	3	1	3	-	3	20	19	12	2	27	-	-	-	-	-	-	-	-	-	-	-	-
Radiographers (X-ray) .....	941	39.0	433.50	-	-	-	-	2	3	6	34	30	12	9	2	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Speech pathologists .....	56	39.5	548.00	-	-	-	-	-	-	-	-	-	-	11	11	39	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Surgical technologists .....	295	40.0	424.50	-	-	-	1	6	3	6	33	33	8	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table 15. Occupational earnings: Full-time health care occupations—Philadelphia, PA-NJ<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of:--																								
				Under 250	250 and under 275	275	300	325	350	375	400	425	450	475	500	525	550	575	600	650	700	750	800	850	900	950	1000	1050 and over
Unit secretaries .....	1,817	39.0	\$346.50	( <sup>6</sup> )	5	7	15	26	22	17	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																												
Admitting clerks .....	600	39.0	349.50	1	6	10	13	22	14	9	25	( <sup>6</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	250	39.0	366.50	-	( <sup>6</sup> )	2	11	20	22	23	18	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Payroll clerks .....	123	38.5	366.50	-	-	3	4	29	28	15	16	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	267	39.0	344.50	1	6	3	14	23	34	12	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																												
Food service helpers .....	1,414	39.5	331.00	5	9	9	11	39	2	25	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	3,075	39.5	332.00	6	9	8	12	30	10	26	1	( <sup>6</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers .....	558	39.5	345.00	1	6	6	13	31	8	31	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Philadelphia metropolitan area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; and Burlington, Camden, and Gloucester Counties, NJ.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and

lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 16. Occupational earnings: Part-time health care occupations—Philadelphia, PA-NJ<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings;<sup>2</sup> March 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			Under 6.00	6.00 and under 6.50	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00	17.00	18.00	19.00	20.00	21.00 and over	
Registered professional nurses																														
Staff nurses	5,802	\$15.56	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	4	6	11	11	10	14	6	19	8	2	3	( <sup>3</sup> )	3	3	3
Level II	5,632	15.55	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	4	6	11	11	10	15	6	19	7	2	3	( <sup>3</sup> )	3	( <sup>3</sup> )	4
Other health care occupations																														
Dietitians	21	13.51	-	-	-	-	-	( <sup>3</sup> )	5	7	8	17	19	26	10	2	4	5	10	10	14	-	-	-	-	-	-	-	-	-
Licensed practical nurses	976	10.74	-	-	-	-	-	3	( <sup>3</sup> )	7	12	12	9	16	8	10	1	11	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians	522	10.71	-	-	-	-	9																							
Medical machine operating technicians	643	10.95	-	1	4	7	5	11	7	7	5	9	5	5	5	8	3	12	1	2	1	4	( <sup>3</sup> )	-	1	1	1	1	1	-
Diagnostic medical sonographers	35	12.88	-	-	-	-	-	-	-	-	-	33	28	11	-	29	29	11	-	6	14	-	-	-	-	-	-	-	-	-
EEG technicians	18	10.11	-	-	-	-	-	11	17	17	-	7	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EKG technicians	251	8.53	-	3	10	18	12	28	15	7	3	1	1	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists	333	12.59	-	-	-	-	-	-	1	5	5	12	8	9	8	11	3	22	2	4	2	6	1	1	-	3	2	2	2	-
Medical records technicians	57	8.69	-	11	26	4	5	18	7	9	-	6	8	17	7	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical social workers	83	12.29	-	-	-	-	-	2	7	-	1	6	4	6	6	14	15	11	8	20	2	2	-	-	2	-	-	-	-	-
Medical technologists	834	12.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	10	9	16	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Nuclear medical technologists	27	13.46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30	30	15	11	15	-	-	-	-	-	-	-	-	-
Nursing assistants	1,167	7.96	( <sup>3</sup> )	5	12	19	17	16	15	10	6	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists	23	13.89	-	-	-	-	-	-	-	-	-	-	-	-	-	13	26	26	-	9	9	-	-	-	-	8	9	-	-	-
Pharmacists	314	16.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	4	6	14	29	21	-	-	5	-	-
Pharmacy technicians	271	8.87	-	7	1	10	17	26	19	4	4	9	6	1	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists	64	17.20	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	3	13	-	6	9	11	17	-	-	-	28	6	-
Radiation therapy technologists	30	11.67	-	-	-	-	-	-	-	-	-	53	-	7	7	7	13	-	-	-	7	7	-	-	-	-	-	-	-	-
Radiographers (X-ray)	465	10.84	-	-	-	-	-	4	8	3	15	28	22	7	7	7	2	2	1	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-
Speech pathologists	18	14.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	-	11	-	11	44	11	-	-	-	-	-	-	-
Surgical technologists	25	10.03	-	-	-	-	-	-	8	-	36	40	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries	1,160	8.41	-	2	4	14	15	22	18	9	12	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																														
Admitting clerks	560	8.21	6	1	6	22	10	13	11	9	12	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists	178	9.04	-	3	6	6	12	11	44	7	6	6	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Payroll clerks	14	8.36	-	-	43	-	7	-	29	7	7	-	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	334	7.96	-	7	15	19	8	17	12	15	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																														
Food service helpers	1,414	7.51	4	10	20	9	14	7	16	5	10	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners	811	7.64	8	18	6	21	13	4	12	3	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers	67	7.61	-	12	24	-	45	12	3	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Philadelphia metropolitan area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; and Burlington, Camden, and Gloucester Counties, NJ.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 1 percent under \$5; 3 percent at \$5 and under \$5.25; 2 percent at \$5.50 and under \$5.75; and 4 percent at \$5.75 and under \$6.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.





**Table 17. Occupational earnings: Other full-time professional, technical, and clerical occupations—Philadelphia, PA-NJ<sup>1</sup>—Continued**  
(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																					
				Under 225	225 and under 250	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950
Purchasing clerks/assistants	19	39.0	\$346.00	-	-	-	-	32	5	53	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries																									
Level I	291	39.0	345.00	-	-	-	8	17	34	29	6	4	1	(3)	1	-	-	-	-	-	-	-	-	-	-
Level II	574	38.5	391.00	-	-	-	-	4	17	21	20	16	11	9	2	2	-	-	-	-	-	-	-	-	-
Level III	462	39.0	436.00	-	-	-	-	-	3	8	20	18	15	15	7	11	2	-	(3)	-	-	-	-	-	-
Level IV	83	39.0	479.50	-	-	-	-	-	-	-	14	7	11	18	13	23	10	4	-	-	-	-	-	-	-
General clerks																									
Level II	124	38.0	300.00	-	2	16	46	16	10	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	110	38.0	339.50	-	2	1	12	45	7	-	24	5	3	2	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Philadelphia metropolitan area consists of Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties, PA; and Burlington, Camden, and Gloucester Counties, NJ.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular

pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

**Table 18. Occupational earnings: Full-time health care occupations—Atlanta, GA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> February 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				150 and under 175	175	200	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000	
				200	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000	1050		
Registered professional nurses	Supervisors of nurses .....	93	40.0	\$776.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	16	16	19	16	18	9	-	-	
	Head nurses .....	301	40.0	728.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	11	26	21	7	8	9	6	2	1	
	Clinical specialists:																												
	Level III .....	58	40.0	725.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	10	24	10	14	10	-	-	-	
	Nursing instructors .....	32	40.0	684.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	9	44	34	3	-	-	-	-	
	Staff nurses .....	3,302	40.0	571.50	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	2	8	10	24	16	10	3	2	1	( <sup>3</sup> )	-	-	-	
	Level II .....	2,408	40.0	551.00	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	( <sup>3</sup> )	1	9	13	28	27	14	8	( <sup>3</sup> )	-	-	-	-		
	Level II-specialists .....	506	40.0	615.00	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	14	24	30	17	7	4	-	-	-	
	Other health care occupations	Dietitians .....	55	40.0	502.50	-	-	-	-	-	-	-	-	-	-	13	13	11	7	31	16	9	-	-	-	-	-	-	-
		Licensed practical nurses .....	457	39.5	357.00	-	-	-	2	11	19	14	24	10	11	5	2	2	-	-	-	-	-	-	-	-	-	-	-
Level II .....		448	39.5	355.50	-	-	-	2	11	20	14	24	10	11	5	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians .....		65	40.0	378.00	-	-	-	9	14	8	8	9	9	20	5	5	5	9	-	-	-	-	-	-	-	-	-	-	-
Medical machine operating technicians .....		325	40.0	502.00	-	-	-	1	2	1	2	5	3	2	6	10	7	29	16	10	4	1	-	-	-	-	-	-	-
Level I .....		27	40.0	302.50	-	-	-	15	26	4	11	26	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....		40	40.0	430.00	-	-	-	-	-	5	8	23	5	3	23	13	3	10	5	5	-	-	-	-	-	-	-	-	-
Level III .....		249	40.0	530.50	-	-	-	-	-	( <sup>3</sup> )	-	-	-	3	2	4	12	9	36	20	9	5	1	-	-	-	-	-	-
Diagnostic medical sonographers .....		23	40.0	538.00	-	-	-	-	-	-	-	-	-	-	-	4	17	4	22	35	17	-	-	-	-	-	-	-	-
Level III .....		15	40.0	548.00	-	-	-	-	-	-	-	-	-	-	-	-	13	-	27	47	13	-	-	-	-	-	-	-	-
EKG technicians .....		20	40.0	292.00	-	-	-	20	15	30	5	5	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....		20	40.0	292.00	-	-	-	20	15	30	5	5	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....		241	40.0	527.50	-	-	-	-	-	( <sup>3</sup> )	1	1	1	3	2	5	12	8	33	18	11	5	1	-	-	-	-	-	-
Level III .....		224	40.0	530.00	-	-	-	-	-	( <sup>3</sup> )	-	-	-	3	2	4	12	9	35	19	9	5	1	-	-	-	-	-	-
Medical records administrators .....		31	40.0	483.50	-	-	-	-	-	-	-	-	26	-	3	2	16	5	10	23	19	-	3	3	-	-	-	-	-
Medical records technicians .....		155	40.0	319.50	-	-	-	1	12	9	4	18	3	8	17	10	28	13	9	12	4	-	-	-	-	-	-	-	-
Medical social workers .....		114	39.5	474.50	-	-	-	-	-	-	-	-	-	8	17	10	28	13	9	12	4	-	-	-	-	-	-	-	-
Medical technologists .....		375	40.0	521.00	-	-	-	-	-	-	-	-	-	-	5	11	11	13	27	16	13	3	-	-	-	-	-	-	-
Nuclear medical technologists .....		38	40.0	537.50	-	-	-	-	-	-	5	-	-	-	-	11	5	5	18	29	21	5	-	-	-	-	-	-	-
Nursing assistants .....		811	40.0	269.00	1	2	10	26	16	11	28	5	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....		697	40.0	262.50	1	2	12	29	17	10	26	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....		114	40.0	309.50	-	-	-	6	8	18	42	19	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pharmacists .....		213	40.0	730.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	12	23	26	11	8	3	-	1
Pharmacy technicians .....		188	40.0	318.00	-	-	-	1	16	22	24	16	9	5	3	4	1	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists' supervisors .....		23	40.0	704.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists .....		102	40.0	589.00	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
Radiation therapy technologists .....		29	40.0	473.50	-	-	-	-	-	-	7	-	7	-	7	7	28	10	36	26	9	15	1	-	-	-	-	-	-
Radiographers' supervisors (X-ray) .....		23	40.0	558.50	-	-	-	-	-	-	-	-	-	-	9	4	-	4	30	22	7	3	-	-	-	-	-	-	-
Radiographers (X-ray) .....		187	40.0	426.50	-	-	-	-	-	-	-	5	10	18	24	16	12	7	9	-	-	-	-	-	-	-	-	-	-
Surgical technologists .....		133	40.0	345.50	-	-	-	-	-	-	14	15	14	23	11	5	6	-	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries .....	544	40.0	301.00	-	( <sup>3</sup> )	2	7	17	25	19	16	9	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 18. Occupational earnings: Full-time health care occupations—Atlanta, GA<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> February 1989)

Occupation and level	Number of workers	Average (standard) of weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				150 and under 175	175	200	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000
Office clerical occupations																												
Admitting clerks .....	198	40.0	\$279.50	-	-	1	4	53	16	21	3	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	74	40.0	383.00	-	-	-	-	-	8	5	7	11	35	11	16	7	-	-	-	-	-	-	-	-	-	-	-	
Payroll clerks .....	29	39.5	277.50	-	-	14	28	-	14	41	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	120	40.0	259.00	-	3	13	18	42	11	10	3	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																												
Food service helpers .....	356	40.0	240.00	-	8	34	24	16	14	5	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	694	40.0	239.00	1	10	31	22	17	10	7	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers .....	121	40.0	247.50	-	9	21	12	40	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Atlanta metropolitan area consists of Barrow, Butts, Cherokee, Clayton, Cobb, Coweta, De Kalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, Spalding, and Walton Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and

lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.



**Table 19. Occupational earnings: Part-time health care occupations—Atlanta, GA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings,<sup>2</sup> February 1989)

Occupation	Number of workers	Average (mean) and hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																													
			4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00			
			under 4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	over			
<b>Registered professional nurses</b>																																
Staff nurses .....	1,417	\$15.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	4	4	19	22	13	20	6	2	1	1	2		
Level II .....	1,057	14.47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	5	5	23	25	13	20	3	-	-	-	-		
<b>Other health care occupations</b>																																
Licensed practical nurses .....	105	8.35	-	-	-	6	6	22	20	12	13	5	3	6	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians .....	18	8.03	-	-	-	-	33	22	-	-	-	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Medical machine operating technicians</b>																																
EKG technicians .....	32	11.29	-	-	-	-	6	6	9	6	6	3	-	6	-	-	6	3	-	6	19	13	6	3	-	-	-	-	-	-	-	
Respiratory therapists .....	8	7.43	-	-	-	-	25	25	38	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical records technicians .....	16	13.11	-	-	-	-	-	-	-	-	-	-	13	-	6	-	6	-	6	13	25	19	6	6	-	-	-	-	-	-	-	
Medical social workers .....	37	8.55	-	-	-	-	5	27	11	5	14	5	16	5	11	-	-	-	-	-	-	17	11	17	18	6	2	-	-	-	-	
Medical technologists .....	18	12.96	-	-	-	-	-	-	-	-	-	-	-	-	-	2	7	16	7	16	17	17	18	6	2	-	-	-	-	-	-	
<b>Nursing assistants</b>																																
Pharmacists .....	200	6.14	-	4	34	16	22	7	3	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6	4
Pharmacy technicians .....	35	17.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	31	20	14	6	6	4	14	
Radiographers (X-ray) .....	41	7.12	-	-	-	-	44	5	24	7	12	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Unit secretaries .....	50	11.23	-	-	-	-	-	-	-	-	-	6	6	14	50	12	8	2	2	2	-	-	-	-	-	-	-	-	-	-	-	
<b>Office clerical occupations</b>																																
Admitting clerks .....	99	7.44	-	-	-	8	25	32	11	10	2	7	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Service occupations</b>																																
Hospital cleaners .....	39	6.97	-	-	-	-	26	36	13	18	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	24	8.30	-	-	-	13	17	8	25	-	-	4	17	-	-	-	13	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	64	6.11	-	-	27	23	22	16	6	-	5	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Hospital cleaners</b>																																
	68	5.11	3	57	26	6	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Atlanta metropolitan area consists of Barrow, Butts, Cherokee, Clayton, Cobb, Coweta, De Kalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, Spalding, and Walton Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> All workers were at \$21 and under \$22.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.

**Table 20. Occupational earnings: Other full-time professional, technical, and clerical occupations—Atlanta, GA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> February 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—															
				175 under 200	200	225	250	275	300	325	350	400	450	500	550	600	650	700	
Professional and administrative occupations																			
Personnel specialists	9	39.0	\$467.00	-	-	-	-	-	-	-	-	44	-	-	56	-	-	-	
Level II .....																			
Level III .....	21	39.5	561.00	-	-	-	-	-	-	-	-	-	-	-	14	19	52	10	
Buyers																			
Level II .....	16	40.0	478.50	-	-	-	-	-	-	-	-	-	25	44	31	-	-	-	
Computer programmers																			
Level III .....	20	40.0	643.50	-	-	-	-	-	-	-	-	-	-	10	-	5	30	45	
Technical support occupations																			
Computer operators	31	40.0	349.00	-	-	-	-	6	39	16	23	13	3	-	-	-	-	-	
Level II .....																			
Clerical support occupations																			
Accounting clerks	26	39.5	301.00	-	-	-	31	35	12	8	15	-	-	-	-	-	-	-	
Level II .....																			
Level III .....	15	40.0	344.50	-	-	-	-	7	13	40	40	-	-	-	-	-	-	-	
File clerks																			
Level II .....	16	40.0	234.00	50	-	-	31	19	-	-	-	-	-	-	-	-	-	-	
Key entry operators																			
Level I .....	35	40.0	280.50	-	-	17	40	6	17	11	9	-	-	-	-	-	-	-	
Level II .....	23	40.0	320.00	-	-	4	-	30	30	13	13	9	-	-	-	-	-	-	
Messengers	44	40.0	237.50	25	23	9	20	14	9	-	-	-	-	-	-	-	-	-	
Secretaries																			
Level II .....	68	40.0	369.50	-	-	-	-	-	3	22	63	9	3	-	-	-	-	-	
Level III .....	55	40.0	433.50	-	-	-	-	-	-	4	27	22	44	4	-	-	-	-	
Level IV .....	17	40.0	506.50	-	-	-	-	-	-	-	-	24	24	29	18	6	-	-	

<sup>1</sup> The Atlanta metropolitan area consists of Barrow, Butts, Cherokee, Clayton, Cobb, Coweta, De Kalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Henry, Newton, Paulding, Rockdale, Spalding, and Walton Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. In-

centive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

**Table 21. Occupational earnings: Full-time health care occupations—Baltimore, MD**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																950 and over									
				175 and under 200	200	225	250	275	300	325	350	375	400	425	450	475	500	525	550		575	600	650	700	750	800	850	900	
Registered professional nurses																													
Supervisors of nurses	111	40.0	\$764.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	17	20	24	5	10	6	5	
Head nurses	507	40.0	724.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	25	19	15	7	6	3	3	
Clinical specialists	207	39.5	712.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	8	21	24	23	9	2	-	
Level III	169	39.5	696.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	10	23	24	4	1	-	-	
Nurse anesthetists	76	40.0	914.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	37	23	37	13	9	3	
Level III	76	40.0	914.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	37	13	9	4	
Nurse practitioners	91	40.0	702.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	27	23	19	8	-	-	-	
Level III	85	40.0	701.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	26	22	20	7	-	-	-	
Nursing instructors	86	40.0	694.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	21	26	22	6	5	1	-	
Staff nurses	6,151	39.5	578.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	11	9	6	1	-	-	-	
Level II	5,395	39.5	566.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	12	19	7	5	(*)	-	-	
Level II-specialists	744	39.5	667.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(*)	2	1	9	7	2	-	-	
Other health care occupations																													
Dietitians	82	40.0	481.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	4	-	-	-	-	-	-	
Licensed practical nurses	635	39.0	391.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	13	27	14	4	-	-	-	
Level II	635	39.0	391.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(*)	-	-	-	-	-	-	-	
Medical laboratory technicians	142	40.0	416.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	3	1	-	-	-	-	-	
Medical machine operating technicians	542	40.0	438.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	8	5	3	4	-	-	-	
Level I	107	40.0	312.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	-	-	-	-	-	
Level II	168	40.0	397.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	14	7	8	1	-	-	-	
Level III	243	40.0	506.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	16	9	-	-	-	-	-	
Level IV	24	40.0	594.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	2	-	-	-	-	-	
Diagnostic medical sonographers	68	40.0	572.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	25	8	29	-	-	-	
Level III	44	40.0	560.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	9	16	15	16	-	-	-	
Level IV	24	40.0	594.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	7	11	20	18	9	-	-	
EEG technicians	20	40.0	442.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	25	8	29	-	-	-	
Level III	7	40.0	517.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	25	10	-	-	-	-	-	
EKG technicians	88	40.0	307.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29	14	29	-	-	-	-	-	
Level I	75	40.0	292.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	
Level II	10	40.0	366.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	-	-	-	-	-	
Respiratory therapists	319	40.0	453.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	13	11	5	3	4	-	-	
Level II	138	40.0	398.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	16	9	4	1	-	-	-	
Level III	181	40.0	495.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19	18	9	-	-	-	-	-	
Medical records administrators	27	40.0	626.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	8	-	-	-	-	-	-	
Medical records technicians	91	40.0	355.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	7	33	4	4	-	-	-	
Medical social workers	248	40.0	499.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	15	4	-	-	-	
Medical technologists	734	40.0	490.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	7	13	6	7	1	-	-	
Nuclear medical technologists	78	40.0	519.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	14	15	25	9	8	4	3	
Nursing assistants	2,063	40.0	277.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	6	17	17	23	8	3	-	
Level I	104	40.0	236.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	1,586	40.0	275.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III	344	40.0	293.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists	121	40.0	521.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	19	24	15	7	14	8	7	
Pharmacists	301	40.0	740.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pharmacy technicians	277	40.0	316.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists' supervisors	24	40.0	695.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists	177	40.0	549.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Radiation therapy technologists	78	40.0	511.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	11	23	16	22	10	3	1	
Radiographers' supervisors (X-ray)	43	40.0	608.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	12	24	13	10	4	5	-	
Radiographers (X-ray)	331	40.0	453.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Surgical technologists	246	40.0	362.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	9	18	22	7	5	23	6	
				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	8	1	2	2	1	-	-	

See footnotes at end of table



**Table 21. Occupational earnings: Full-time health care occupations—Baltimore, MD<sup>1</sup>—Continued**  
(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				175 and under 200	200	225	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	650	700	750	800	850	900	950 and over
Unit secretaries .....	864	40.0	\$296.00	—	1	13	13	17	34	16	2	3	(*)	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Office clerical occupations																												
Admitting clerks .....	401	40.0	305.00	—	1	8	18	14	21	24	8	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Medical transcriptionists .....	159	40.0	341.50	—	—	—	1	19	20	21	22	5	6	1	—	—	—	—	—	—	—	—	—	—	—	—	—	
Payroll clerks .....	31	40.0	317.00	—	—	—	—	16	16	35	16	3	10	—	3	—	—	—	—	—	—	—	—	—	—	—	—	
Switchboard operators .....	125	40.0	292.50	—	—	16	12	25	34	14	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Service occupations																												
Food service helpers .....	395	40.0	264.50	2	18	10	30	27	13	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Hospital cleaners .....	958	40.0	256.00	6	24	13	17	33	7	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Laundry workers .....	180	40.0	277.50	2	6	16	26	31	7	9	—	2	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	

<sup>1</sup> The Baltimore metropolitan area consists of Baltimore City and Anne Arundel, Baltimore, Carroll, Harford, Howard, and Queen Anne's Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonpro-

duction bonuses.

<sup>3</sup> Workers were distributed as follows: 29 percent at \$950 and under \$1,000; 9 percent at \$1,000 and under \$1,050; and 3 percent at \$1,050 and under \$1,100.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 22. Occupational earnings: Part-time health care occupations—Baltimore, MD<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings,<sup>2</sup> April 1989)

Occupation	Number of workers	Average (mean) and hourly earnings under 5.00	Percent of workers receiving straight-time hourly earnings (in dollars) of—																													
			4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00 and over			
Registered professional nurses																																
Staff nurses .....	3,597	\$15.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	5	5	9	11	22	20	12	3	1	2	1	5		
Level II .....	3,339	14.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	5	6	9	12	23	11	11	3	1	1	1	5		
Level II-Specialists .....	236	17.75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	3	2	11	13	26	4	5	15	13	8		
Level III .....	22	20.46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	9	9	9	9	9	27	4 27		
Other health care occupations																																
Dietitians .....	19	12.04	-	-	-	-	-	-	-	-	-	-	-	11	16	11	11	5	-	42	-	5	-	-	-	-	-	-	-	-		
Licensed practical nurses .....	250	10.10	-	-	-	-	-	5	7	6	13	18	19	14	10	4	1	-	-	1	2	-	2	-	-	-	-	-	-	-	-	
Medical laboratory technicians .....	106	9.57	-	-	-	-	9	-	8	1	19	13	6	13	2	8	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians .....	199	10.35	-	2	3	7	5	5	4	1	7	5	8	3	5	12	9	7	4	4	-	9	2	3	-	-	-	-	-	-	-	
EKG technicians .....	58	7.18	-	7	10	19	16	12	10	3	17	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Respiratory therapists .....	113	11.64	-	-	2	-	2	-	-	-	2	3	12	4	8	19	13	12	6	7	-	7	-	5	-	1	-	-	-	-	-	
Medical social workers .....	98	12.33	-	-	-	-	-	-	-	-	-	3	1	-	3	19	30	4	15	6	5	5	7	-	-	-	-	-	-	-	-	
Medical technologists .....	369	12.14	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	3	2	4	8	9	13	15	21	10	10	4	-	-	-	-	-	-	-	-	-	
Nuclear medical technologists .....	35	12.96	-	-	-	-	-	-	-	-	-	-	-	3	-	6	9	23	9	20	31	-	-	-	-	-	-	-	-	-	-	
Nursing assistants .....	623	6.30	1	17	29	21	10	7	8	1	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists .....	17	15.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	29	18	12	29	6	-	-	-	-	-	-	
Pharmacists .....	108	18.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	12	8	19	24	25	7	4	-	-	
Pharmacy technicians .....	125	7.34	-	-	4	15	22	16	17	15	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists .....	38	16.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	5	16	3	21	21	8	5	-	16	3	-	-	
Radiation therapy technologists .....	9	13.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	22	11	22	11	11	22	-	-	-	-	-	-	-	
Radiographers (X-ray) .....	249	11.47	-	-	-	-	-	-	-	-	1	9	3	8	18	13	10	18	5	9	3	1	-	( <sup>3</sup> )	-	1	-	-	-	-	-	-
Speech pathologists .....	7	14.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	-	-	43	14	29	-	-	-	-	-	-	-	-
Surgical technologists .....	24	9.35	-	-	-	-	-	-	-	13	13	38	29	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries .....	579	6.84	-	6	20	20	13	15	11	12	2	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																																
Admitting clerks .....	235	7.04	-	2	3	31	19	18	9	14	1	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	93	7.99	-	-	-	-	14	23	23	13	14	8	2	2	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Payroll clerks .....	8	7.33	-	-	-	25	-	50	-	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	135	6.35	-	3	36	27	20	5	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																																
Food service helpers .....	510	5.38	30	34	26	4	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	108	5.30	38	39	9	5	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	52	5.38	4	69	12	4	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Baltimore metropolitan area consists of Baltimore City and Anne Arundel, Baltimore, Carroll, Harford, Howard, and Queen Anne's Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded

were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 18 percent at \$24 and under \$25; and 9 percent at \$27 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were re-

ported. Overall occupation may include data for subclassifications not shown separately.

**Table 23. Occupational earnings: Other full-time professional, technical, and clerical occupations—Baltimore, MD<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				175 and under 200	200	225	250	275	300	325	350	375	400	425	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100
Professional and administrative occupations																												

See footnotes at end of table.



**Table 23. Occupational earnings: Other full-time professional, technical, and clerical occupations—Baltimore, MD<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
				175 and under 200	200	225	250	275	300	325	350	375	400	425	450	500	550	600	650	700	750	800	850	900	950	1000	1050
Purchasing clerks/assistants																											
Level I	8	40.0	\$278.00	-	-	25	25	38	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	18	40.0	350.00	-	-	-	-	-	22	11	61	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries																											
Level I	277	40.0	318.00	-	-	1	8	30	22	16	18	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	316	40.0	374.50	-	-	-	-	1	3	19	27	23	23	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Level III	158	40.0	423.50	-	-	-	-	-	-	5	11	9	22	25	25	1	1	-	-	-	-	-	-	-	-	-	-
Typists																											
Level I	58	40.0	263.50	-	31	10	17	12	22	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General clerks																											
Level I	21	40.0	230.50	-	38	52	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	73	40.0	251.00	3	14	36	25	23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Baltimore metropolitan area consists of Baltimore City and Anne Arundel, Baltimore, Carroll, Harford, Howard, and Queen Anne's Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but

not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.



**Table 24. Occupational earnings: Full-time health care occupations—Dallas, TX<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				150 and under	175	200	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000 and over
				175	200	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000	
<b>Office clerical occupations</b>																												
Admitting clerks .....	331	40.0	\$278.00	-	-	-	27	16	21	4	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	169	40.0	341.50	-	-	-	-	5	10	31	14	16	13	8	1	-	2	-	-	-	-	-	-	-	-	-	-	-
Payroll clerks .....	43	40.0	350.00	-	-	-	-	14	12	9	19	14	9	12	-	12	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	120	40.0	251.00	-	-	-	24	31	17	19	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Service occupations</b>																												
Food service helpers .....	354	40.0	204.50	16	36	26	12	6	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	906	40.0	211.50	8	32	30	18	9	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	119	40.0	223.00	10	18	34	12	8	13	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Dallas metropolitan area consists of Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and

lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.



**Table 25. Occupational earnings: Part-time health care occupations—Dallas, TX<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings.<sup>2</sup> April 1989)

Occupation	Number of workers	Average (mean) of hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
			4.25 and under 4.50	4.50	4.75	5.00	5.25	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00 and over	
Registered professional nurses																														
Staff nurses .....	580	\$13.52	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	2	8	8	6	9	6	13	8	5	27	1	4	
Level II .....	526	13.44	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	2	8	9	6	10	6	14	8	5	26	1	2	
Level II-Specialists .....	33	14.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	9	9	9	15	6	-	9	3	36	
Other health care occupations																														
Licensed practical nurses .....	115	9.64	-	-	-	-	-	-	-	16	3	10	2	3	11	-	11	12	5	3	23	-	-	-	-	-	-	-	-	-
Medical machine operating technicians .....	48	11.13	-	-	-	-	15	-	-	-	8	-	6	-	-	-	2	2	-	2	19	-	15	31	-	-	-	-	-	-
Respiratory therapists .....	32	11.89	-	-	-	-	-	-	-	-	13	-	9	-	-	-	3	3	-	3	13	-	13	44	-	-	-	-	-	-
Medical technologists .....	64	12.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	9	22	5	14	6	22	13	5	-	-	-	-	-
Nursing assistants .....	52	5.74	31	-	-	4	15	12	8	12	12	-	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pharmacy technicians .....	19	6.95	-	-	-	-	21	21	-	-	32	26	-	-	-	-	-	-	-	-	-	-	-	-	-	45	-	-	-	4 55
Physical therapists .....	11	16.24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Radiographers (X-ray) .....	58	10.06	-	-	-	-	-	-	-	-	-	-	-	19	17	3	40	3	2	-	16	-	-	-	-	-	-	-	-	-
Surgical technologists .....	16	8.36	-	-	-	-	-	-	-	-	31	19	19	-	6	13	-	13	-	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries .....	51	6.08	-	-	-	8	18	31	8	16	10	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																														
Admitting clerks .....	88	6.95	-	-	-	-	8	19	38	10	10	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	10	8.83	-	-	-	-	-	-	-	-	-	20	30	10	10	10	20	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	56	5.71	-	-	-	7	50	20	9	11	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																														
Food service helpers .....	24	5.54	17	25	42	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	39	5.76	5	10	8	8	3	8	41	10	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Dallas metropolitan area consists of Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Workers were distributed as follows: 30 percent at \$16 and under \$16.50; 3 percent at \$16.50 and under \$17; and 3 percent at \$17.50 and under \$18.

<sup>4</sup> All workers were at \$17.50 and under \$18.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.

**Table 26. Occupational earnings: Other full-time professional, technical, and clerical occupations—Dallas, TX<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																				
				Under 225	225 and under 250	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900
				225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950
Professional and administrative occupations																								
Accountants	20	40.0	\$489.50	-	-	-	-	-	-	-	-	-	-	10	40	20	15	15	-	-	-	-	-	-
Level II .....	18	40.0	583.00	-	-	-	-	-	-	-	-	-	-	-	-	11	-	67	6	17	-	-	-	-
Level III .....	10	40.0	768.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40	30	-	-
Personnel specialists	19	40.0	468.00	-	-	-	-	-	-	-	-	-	26	16	5	16	32	5	-	-	-	-	-	-
Level II .....	23	40.0	564.50	-	-	-	-	-	-	-	-	-	-	-	-	4	52	22	9	4	9	-	-	-
Level III .....	7	40.0	731.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29	-	-	71	-	-
Level IV .....																								
Directors of personnel	7	40.0	688.50	-	-	-	-	-	-	-	-	-	-	-	-	-	43	-	-	29	-	-	-	29
Level I .....																								
Buyers																								
Level I .....	13	40.0	414.00	-	-	-	-	-	-	-	-	31	54	15	-	-	-	-	-	-	-	-	-	-
Technical support occupations																								
Computer operators	27	40.0	314.00	-	-	-	26	44	19	4	4	4	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																								
Clerical support occupations																								
Accounting clerks	46	40.0	284.00	-	9	35	22	26	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	25	40.0	370.00	-	-	4	4	-	12	36	20	24	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....																								
Key entry operators	36	40.0	284.00	-	14	19	39	17	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	14	40.0	306.00	-	-	-	64	14	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																								
Personnel clerks/assistants	12	40.0	329.00	-	-	-	-	58	33	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																								
Purchasing clerks/assistants	7	40.0	291.00	-	57	-	-	-	29	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....																								
Secretaries	113	40.0	326.50	8	5	14	21	19	12	10	11	11	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	72	40.0	371.00	-	-	-	10	19	36	13	11	11	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	120	40.0	408.00	-	-	-	-	3	4	19	26	20	9	10	2	6	1	-	-	-	-	-	-	-
Level III .....																								
Level IV .....	38	40.0	462.00	-	-	-	-	-	-	3	5	8	24	34	21	-	-	5	-	-	-	-	-	-
General clerks																								
Level II .....	63	40.0	247.00	6	56	29	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Dallas metropolitan area consists of Collin, Dallas, Denton, Ellis, Kaufman, and Rockwall Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incen-

tive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.





**Table 27. Occupational earnings: Full-time health care occupations—Fort Worth-Arlington, TX<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) of weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				150 and under	175	200	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000 and over
				175	200	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000	
<b>Office clerical occupations</b>																												
Admitting clerks .....	145	40.0	\$263.50	-	1	7	35	28	14	8	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	91	40.0	364.00	-	-	-	-	7	11	15	12	18	9	9	11	4	-	4	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	82	40.0	253.50	-	-	12	37	28	13	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Service occupations</b>																												
Food service helpers .....	293	40.0	223.50	( <sup>1</sup> )	28	33	17	12	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	379	40.0	205.00	( <sup>1</sup> )	59	16	17	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	66	40.0	213.00	-	41	18	27	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Fort Worth-Arlington metropolitan area consists of Johnson, Parker, and Tarrant Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonpro-

duction bonuses.

<sup>3</sup> Workers were distributed as follows: 19 percent at \$1,000 and under \$1,100; 38 percent at \$1,100 and under \$1,200; 10 percent at \$1,200 and under \$1,300; and 10 percent at \$1,300 and under \$1,400.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 28. Occupational earnings: Part-time health care occupations—Fort Worth-Arlington, TX<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings,<sup>2</sup> April 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																												
			Under 4.50	4.50 and under 5.00	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	16.00	17.00	18.00	19.00 and over		
Registered professional nurses																															
Staff nurses .....	439	\$14.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	8	13	7	10	9	8	7	6	7	6	4	3	9	
Level II .....	439	14.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	8	13	7	10	9	8	7	6	7	6	4	3	9	
Other health care occupations																															
Dietitians .....	12	10.36	-	-	-	-	-	-	-	-	-	-	17	8	42	8	17	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Licensed practical nurses .....	144	8.88	-	-	-	-	3	13	8	22	11	14	6	9	8	6	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians .....	16	8.66	-	-	13	-	13	-	-	19	13	13	13	-	-	13	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-
Medical machine operating technicians .....	68	10.07	-	-	-	-	-	3	3	7	4	18	6	10	22	13	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Diagnostic medical sonographers .....	8	10.83	-	-	-	-	-	-	-	-	-	-	25	3	12	25	63	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....	60	9.97	-	-	-	-	3	3	-	8	5	20	3	12	25	7	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical records technicians .....	31	6.76	-	3	32	-	19	26	-	3	3	3	3	-	5	10	11	3	3	3	6	-	-	1	4	-	-	-	-	-	-
Medical technologists .....	96	11.88	-	-	-	-	-	-	-	-	-	-	5	5	10	11	26	13	18	6	-	-	-	-	-	-	-	-	-	-	-
Nursing assistants .....	238	6.34	( <sup>3</sup> )	7	7	5	33	39	7	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pharmacists .....	42	16.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	38	17	14	7	10	
Pharmacy technicians .....	61	5.79	3	41	28	13	5	8	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists .....	21	13.20	-	-	-	-	-	-	-	10	5	5	-	-	-	-	-	-	-	10	24	14	-	-	5	24	5	-	-	-	-
Radiographers (X-ray) .....	57	10.34	-	-	-	-	-	-	-	2	11	23	12	9	12	11	11	-	7	4	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries .....	32	6.13	-	-	19	38	9	25	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																															
Admitting clerks .....	23	6.08	-	-	13	22	57	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	20	8.50	-	-	5	-	25	10	5	-	20	5	15	-	5	-	-	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	20	5.71	-	-	30	55	10	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																															
Food service helpers .....	154	4.79	6	72	15	5	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Fort Worth-Arlington metropolitan area consists of Johnson, Parker, and Tarrant Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.

**Table 29. Occupational earnings: Other full-time professional, technical, and clerical occupations—Fort Worth-Arlington, TX<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																					
				175 and under 200	200	225	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000
Professional and administrative occupations																									
Accountants	19	40.0	\$533.50	-	-	-	-	-	-	-	-	-	-	11	21	11	53	5	-	-	-	-	-	-	-
Level III .....				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	7	40.0	856.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	29	-	-	-	-	-
Personnel specialists																									
Level II .....	12	40.0	436.50	-	-	-	-	-	-	-	-	-	17	50	25	8	-	-	-	-	-	-	-	-	-
Level III .....	11	40.0	574.00	-	-	-	-	-	-	-	-	-	-	9	-	27	36	27	-	-	-	-	-	-	-
Level IV .....	8	40.0	670.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50	13	38	-	-	-	-	-
Buyers																									
Level I .....	6	40.0	368.00	-	-	-	-	-	-	-	50	33	-	17	-	-	-	-	-	-	-	-	-	-	-
Technical support occupations																									
Computer operators																									
Level II .....	17	40.0	350.00	-	-	-	-	6	24	18	24	29	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerical support occupations																									
Accounting clerks																									
Level II .....	29	40.0	286.50	-	-	3	45	24	14	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	22	40.0	322.50	-	-	-	9	27	14	32	9	5	5	-	-	-	-	-	-	-	-	-	-	-	-
File clerks																									
Level I .....	17	40.0	199.50	41	53	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Messengers																									
Secretaries	8	40.0	246.00	-	-	63	38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....																									
General clerks	101	40.0	286.50	-	-	20	19	28	16	13	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	14	40.0	252.00	-	-	36	57	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Fort Worth-Arlington metropolitan area consists of Johnson, Parker, and Tarrant Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of

the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.



**Table 30. Occupational earnings: Full-time health care occupations—Houston, TX<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																950 and over								
				125 under 150	150	175	200	225	250	275	300	325	350	375	400	425	450	475	500		550	600	650	700	750	800	850	900
Registered professional nurses																												
Supervisors of nurses	134	40.0	\$793.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	9	7	16	18	19	14	5	9
Head nurses	469	40.0	714.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	9	22	18	17	15	11	4	1
Nursing instructors	105	40.0	652.50	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	5	18	31	13	10	11	5	2	1
Staff nurses	5,292	40.0	553.00	-	-	-	-	-	-	-	-	-	-	-	-	1	7	6	10	24	29	16	4	2	1	(3)	-	-
Level II	4,995	40.0	554.50	-	-	-	-	-	-	-	-	-	-	-	-	1	5	6	10	25	30	16	4	2	1	(3)	-	-
Level II-specialists	203	40.0	574.50	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	5	16	36	23	10	(3)	1	-	-	-
Other health care occupations																												
Dietitians	97	40.0	468.50	-	-	-	-	-	-	-	-	1	15	11	6	8	2	16	22	18	-	-	-	-	-	-	-	-
Licensed practical nurses	1,949	40.0	369.50	-	-	-	-	(3)	-	4	12	17	24	17	17	7	1	1	(3)	1	-	-	-	-	-	-	-	-
Level II	1,750	40.0	369.00	-	-	-	-	(3)	-	3	12	17	25	18	17	6	1	(3)	1	-	-	-	-	-	-	-	-	-
Level III	43	40.0	418.00	-	-	-	-	-	-	-	2	5	23	33	23	14	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians	171	40.0	354.00	-	-	-	-	12	4	5	6	18	8	19	19	4	4	1	-	-	-	-	-	-	-	-	-	-
Medical machine operating technicians	672	40.0	431.00	-	-	-	-	-	5	3	3	4	7	10	12	16	8	11	11	6	3	-	-	-	-	-	-	-
Level I	75	40.0	303.00	-	-	-	-	-	8	37	15	13	5	1	15	4	1	-	-	-	-	-	-	-	-	-	-	-
Level II	358	40.0	414.00	-	-	-	-	-	-	1	3	4	7	11	14	13	23	11	8	5	1	-	-	-	-	-	-	-
Level III	239	40.0	496.00	-	-	-	-	-	-	-	-	-	3	2	13	10	6	18	23	16	9	-	-	-	-	-	-	
Diagnostic medical sonographers	58	40.0	497.50	-	-	-	-	-	-	-	-	-	-	-	14	12	3	9	12	26	14	10	-	-	-	-	-	
Level II	15	40.0	420.50	-	-	-	-	-	-	-	-	-	-	-	40	47	-	-	13	-	-	-	-	-	-	-	-	
Level III	41	40.0	530.50	-	-	-	-	-	-	-	-	-	-	5	24	5	5	3	-	-	-	-	-	-	-	-	-	
EEG technicians	38	40.0	335.50	-	-	-	-	-	-	26	11	3	18	5	24	5	5	3	-	-	-	-	-	-	-	-	-	-
Level I	16	40.0	277.00	-	-	-	-	-	-	63	25	6	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	22	40.0	378.00	-	-	-	-	-	-	-	-	27	9	41	9	9	5	-	-	-	-	-	-	-	-	-	-	-
EKG technicians	98	40.0	326.50	-	-	-	-	-	6	21	15	17	14	6	8	2	-	4	5	-	-	-	-	-	-	-	-	-
Level I	39	40.0	277.50	-	-	-	-	-	15	46	13	21	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	54	40.0	345.50	-	-	-	-	-	6	19	17	24	11	13	-	4	-	7	-	-	-	-	-	-	-	-	-	-
Respiratory therapists	458	40.0	452.00	-	-	-	-	-	-	(3)	1	2	8	9	15	21	10	13	11	7	3	-	-	-	-	-	-	-
Level I	15	40.0	367.00	-	-	-	-	-	-	-	13	7	7	53	13	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	263	40.0	429.00	-	-	-	-	-	-	-	2	3	12	11	15	29	14	9	5	1	-	-	-	-	-	-	-	-
Level III	180	40.0	492.00	-	-	-	-	-	-	-	-	-	-	3	3	16	10	3	19	21	17	9	-	-	-	-	-	
Medical records administrators	31	40.0	726.00	-	-	-	-	-	-	-	-	-	-	-	-	-	16	3	6	-	-	6	26	-	16	13	6	6
Medical records technicians	58	40.0	314.50	-	-	-	-	-	9	16	22	9	17	21	2	2	3	-	-	-	-	-	-	-	-	-	-	-
Medical social workers	70	40.0	503.50	-	-	-	-	-	-	-	-	-	-	3	9	7	14	17	23	24	3	-	-	-	-	-	-	-
Medical technologists	542	40.0	487.50	-	-	-	-	-	-	-	-	-	-	(3)	5	12	11	13	18	31	10	1	-	-	-	-	-	-
Nuclear medical technologists	79	40.0	508.00	-	-	-	-	-	-	-	-	-	-	-	1	13	8	4	13	42	14	6	-	-	-	-	-	-
Nursing assistants	1,093	40.0	251.50	1	4	26	23	21	13	7	5	1	-	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	661	40.0	246.50	1	5	28	22	22	16	3	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists	64	40.0	517.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	33	14	23	5	2	-	-	-	-	-	-
Pharmacists	310	39.5	691.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	11	15	25	24	22	2	(3)	-	-
Pharmacy technicians	283	40.0	287.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists' supervisors	41	40.0	714.50	-	-	-	-	-	-	19	18	28	19	8	4	3	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists	102	40.0	577.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Radiation therapy technologists	19	40.0	564.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	21	26	27	7	3	2	-	-	-
Radiographers' supervisors (X-ray)	76	40.0	600.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	42	16	32	5	-	-	-	-	-
Radiographers (X-ray)	352	40.0	416.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	5	20	18	30	16	5	1	-	-
Speech pathologists	18	40.0	518.00	-	-	-	-	-	-	-	-	-	1	6	19	17	10	12	7	6	2	1	-	-	-	-	-	-
Surgical technologists	295	40.0	341.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	44	22	17	6	-	-	-	-	-
Unit secretaries	839	40.0	279.00	-	-	5	19	25	25	18	5	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 30. Occupational earnings: Full-time health care occupations—Houston, TX<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				125 and under 150	150	175	200	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950 and over	
Office clerical occupations																													
Admitting clerks .....	429	40.0	\$308.50	-	-	1	1	11	11	21	17	13	3	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	147	40.0	381.50	-	-	-	-	3	-	5	10	34	16	13	14	5	1	-	-	-	-	-	-	-	-	-	-	-	
Payroll clerks .....	42	40.0	363.50	-	-	-	-	-	2	5	17	26	17	5	10	19	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	176	40.0	264.50	-	1	-	14	16	31	23	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Service occupations																													
Food service helpers .....	527	40.0	219.00	-	13	26	18	25	11	5	-	2	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	1,255	40.0	211.50	( <sup>3</sup> )	11	26	28	25	5	3	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers .....	88	40.0	235.00	-	1	7	25	43	19	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Houston metropolitan area consists of Fort Bend, Harris, Liberty, Montgomery, and Waller Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and

lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 31. Occupational earnings: Part-time health care occupations—Houston, TX<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings,<sup>2</sup> March 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																												
			3.50 and under 4.00	4.00	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00 and over		
<b>Registered professional nurses</b>																															
Staff nurses ..... Level II .....	1,261 1,167	\$15.43 15.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> ) 1	2 1	1 2	4 5	5 5	22 23	14 12	14 12	3 3	15 12	9 10	7 7	5 6	
<b>Other health care occupations</b>																															
Dietitians .....	19	10.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	26	26	11	5	11	-	-	-	-	-	-	-	-	-
Licensed practical nurses .....	233	9.85	-	-	-	1	20	9.85	2	3	9	11	11	14	7	9	9	7	5	-	5	-	17	-	-	-	-	-	-	-	-
Medical laboratory technicians .....	49	7.81	-	-	-	20	29	-	-	-	16	-	6	4	4	8	8	-	2	8	-	2	-	-	-	-	-	-	-	-	-
<b>Medical machine operating technicians</b>																															
EKG technicians .....	100	9.50	-	-	2	12	11	2	4	3	3	9	-	-	4	4	4	3	19	5	5	2	8	1	3	-	-	-	-	-	-
Respiratory therapists .....	36	6.40	-	-	6	33	28	6	11	8	8	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical social workers .....	54	11.35	-	-	-	-	-	-	-	-	-	11	-	-	7	7	7	6	35	-	9	4	15	2	4	-	-	-	-	-	-
Medical technologists .....	15	12.92	-	-	-	-	-	-	-	-	-	-	-	-	-	13	-	13	-	13	-	20	33	13	7	-	-	-	-	-	-
Nuclear medical technologists .....	204	12.04	-	-	-	-	-	-	-	-	-	-	-	1	3	4	4	16	11	17	12	11	20	6	-	-	-	-	-	-	-
Nursing assistants .....	8	12.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	25	-	25	13	25	13	-	-	-	-	-	-	-
Pharmacists .....	223	5.66	4	-	13	29	20	14	9	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pharmacy technicians .....	49	16.83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	29	20	22	6	6	6
Physical therapists .....	141	5.86	-	4	18	10	24	21	11	8	4	-	1	-	-	-	-	-	-	-	-	-	-	9	22	16	19	13	-	-	3
Radiographers (X-ray) .....	32	16.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-
Surgical technologists .....	87	10.14	-	-	-	-	-	-	-	-	3	5	11	11	20	15	13	8	3	6	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries .....	19	8.36	-	-	-	-	-	11	-	-	26	16	26	11	-	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations	109	6.09	-	4	2	12	17	42	9	8	3	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Service occupations</b>																															
Admitting clerks .....	62	6.98	-	-	2	5	19	23	27	15	8	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	23	9.36	-	-	-	-	-	-	-	-	-	13	30	13	22	9	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	71	6.17	-	-	7	14	24	15	25	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Food service occupations</b>																															
Food service helpers .....	317	4.72	( <sup>3</sup> )	37	44	8	8	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	329	4.64	13	46	18	12	7	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Houston metropolitan area consists of Fort Bend, Harris, Liberty, Montgomery, and Waller Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.



**Table 32. Occupational earnings: Other full-time professional, technical, and clerical occupations—Houston, TX<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																										
				Under 175	175 and under 200	200	225	250	275	300	325	350	375	400	425	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	
Professional and administrative occupations	Accountants																													
	Level II	41	40.0	\$486.50	-	-	-	-	-	-	-	-	5	2	22	2	15	39	10	2	-	2	-	-	-	-	-	-	-	
	Level III	31	40.0	619.50	-	-	-	-	-	-	-	-	-	-	-	3	-	23	26	13	6	6	-	-	-	-	-	-	-	
	Level IV	13	40.0	809.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	62	8	15	-	-	-	15	-	-	
	Auditors																													
	Level II	10	40.0	524.00	-	-	-	-	-	-	-	-	-	-	-	-	50	20	-	30	-	-	-	-	-	-	-	-	-	
	Personnel specialists																													
	Level II	17	40.0	473.00	-	-	-	-	-	-	-	-	6	24	-	6	29	24	12	-	-	-	-	-	-	-	-	-	-	
	Level III	25	40.0	597.50	-	-	-	-	-	-	-	-	-	-	-	-	4	16	32	24	12	12	-	-	-	-	-	-	-	
	Level IV	10	40.0	692.50	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	30	10	10	40	-	-	-	-	-	-	
	Directors of personnel																													
	Level II	7	40.0	969.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29	14	29	14	14	14	
	Buyers																													
	Level I	57	40.0	428.00	-	-	-	-	-	4	-	-	5	32	4	19	33	4	-	-	-	-	-	-	-	-	-	-	-	-
	Level II	18	40.0	482.00	-	-	-	-	-	-	-	-	-	17	-	17	6	61	-	-	-	-	-	-	-	-	-	-	-	-
Computer programmers																														
Level III	28	40.0	702.50	-	-	-	-	-	-	-	-	-	-	-	4	-	7	4	7	29	14	14	21	-	-	-	-	-	-	
Technical support occupations																														
Computer operators																														
Level II	64	40.0	358.00	-	-	-	-	-	8	9	19	52	3	-	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerical support occupations																														
Accounting clerks																														
Level II	102	40.0	302.50	-	-	-	8	23	18	28	9	10	2	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	76	40.0	363.50	-	-	-	-	-	9	7	25	26	7	24	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
File clerks																														
Level I	36	40.0	220.00	3	3	58	25	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Key entry operators																														
Level I	100	40.0	297.00	-	2	-	6	19	33	26	3	6	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	24	40.0	335.00	-	-	-	-	13	8	21	33	17	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Messengers	55	40.0	227.00	2	25	18	35	11	4	-	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Personnel clerks/assistants																														
Level II	9	40.0	353.50	-	-	-	-	-	-	-	-	78	22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Purchasing clerks/assistants																														
Level I	19	40.0	296.00	-	-	-	21	11	32	11	-	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries																														
Level I	117	40.0	323.50	-	-	-	3	8	25	21	24	7	9	2	-	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	252	40.0	413.00	-	-	-	-	-	-	2	12	17	11	16	12	23	6	-	-	-	-	-	-	-	-	-	-	-	-	-
Level V	9	40.0	637.50	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	44	44	-	-	-	-	-	-	-	-	-	-
Typists																														
Level I	15	40.0	278.00	-	-	13	13	27	13	7	20	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Houston metropolitan area consists of Fort Bend, Harris, Liberty, Montgomery, and Waller Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

**Table 33. Occupational earnings: Full-time health care occupations—Washington, DC-MD-VA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																										
				175 and under 200	200	225	250	275	300	325	350	375	400	425	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100 and over		
Registered professional nurses																														
Supervisors of nurses .....	131	40.0	\$880.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	11	12	18	13	6	13	8	4	-	3 12		
Head nurses .....	591	40.0	805.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	9	10	12	17	11	5	4	4	3	4	
Clinical specialists .....	149	40.0	822.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	5	10	13	12	11	9	4	8	1	7	
Level III .....	141	40.0	820.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	7	6	11	13	11	9	8	4	9	1	7	
Nurse anesthetists .....	26	40.0	934.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	15	27	31	12	8	-	-	
Level III .....	22	40.0	916.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	18	32	32	9	-	-	-	
Nurse practitioners .....	60	40.0	715.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	13	27	12	7	13	7	3	3	-	-	-	
Level III .....	57	40.0	716.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	14	23	12	7	14	7	4	4	-	-	-	
Nursing instructors .....	93	40.0	754.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	13	14	19	19	13	8	3	3	2	-	-	
Staff nurses .....	6,454	40.0	623.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	18	18	19	10	5	4	( <sup>4</sup> )	-	-	-	-	-
Level I .....	168	40.0	547.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	35	21	5	10	2	1	-	-	-	-	-	-
Level II .....	5,939	40.0	621.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	19	18	19	18	10	5	4	( <sup>4</sup> )	-	-	-	-
Level II-specialists .....	308	40.0	695.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	9	19	31	16	10	9	4	1	-	-	-	-
Other health care occupations																														
Dietitians .....	63	40.0	543.50	-	-	-	-	-	-	-	6	2	5	10	17	21	8	13	10	2	3	5	-	-	-	-	-	-	-	-
Licensed practical nurses .....	572	40.0	428.00	-	-	-	-	-	1	3	3	6	10	21	23	30	3	( <sup>4</sup> )	1	-	-	-	-	-	-	-	-	-	-	-
Level II .....	506	40.0	429.00	-	-	-	-	-	1	3	2	6	9	22	24	31	3	1	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	37	39.0	454.00	-	-	-	-	-	-	3	3	16	5	22	32	16	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians .....	192	40.0	424.50	-	-	-	-	-	-	2	9	17	12	14	11	24	6	5	-	-	-	-	-	-	-	-	-	-	-	-
Medical machine operating technicians .....	680	40.0	465.00	-	-	-	-	-	3	6	4	5	4	13	10	16	19	3	1	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-
Level I .....	110	40.0	350.50	-	-	-	-	-	10	25	20	20	8	11	4	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	187	40.0	412.00	-	-	-	-	-	5	9	4	6	9	31	15	12	7	3	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	377	40.0	523.00	-	-	-	-	-	-	-	-	-	4	10	23	24	32	5	1	1	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-
Level IV .....	6	40.0	563.00	-	-	-	-	-	-	-	-	-	-	-	-	17	67	-	-	-	-	-	-	-	-	-	-	-	-	-
Diagnostic medical sonographers .....	63	40.0	568.50	-	-	-	-	-	-	-	-	-	-	-	5	17	14	33	17	6	5	2	-	-	-	-	-	-	-	-
Level III .....	59	40.0	568.00	-	-	-	-	-	-	-	-	-	-	-	5	17	14	33	17	6	5	2	-	-	-	-	-	-	-	-
EEG technicians .....	29	40.0	428.00	-	-	-	-	-	-	17	7	7	31	10	24	3	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	19	40.0	426.50	-	-	-	-	-	-	11	11	42	16	11	11	11	11	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	6	40.0	476.00	-	-	-	-	-	-	-	-	-	-	-	83	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EKG technicians .....	83	40.0	360.00	-	-	-	-	-	11	23	20	13	7	10	6	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	72	40.0	348.50	-	-	-	-	-	13	26	21	15	7	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	7	40.0	419.00	-	-	-	-	-	-	29	-	14	-	14	29	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....	406	40.0	482.50	-	-	-	-	-	1	4	1	5	3	11	11	18	21	24	1	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-	-
Level II .....	118	40.0	420.50	-	-	-	-	-	3	7	2	8	11	28	17	14	8	3	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	264	40.0	521.50	-	-	-	-	-	-	-	-	-	-	4	9	22	27	36	2	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-	-
Medical records administrators .....	39	40.0	733.50	-	-	-	-	-	-	-	-	-	-	-	10	-	5	5	33	3	10	21	-	-	5	3	-	-	-	5
Medical records technicians .....	163	40.0	412.00	-	-	-	-	-	2	3	7	14	5	18	17	17	4	4	1	-	-	-	-	-	-	-	-	-	-	-
Medical social workers .....	285	40.0	556.00	-	-	-	-	-	-	-	-	-	-	( <sup>4</sup> )	2	1	19	31	24	9	6	4	3	( <sup>4</sup> )	-	-	-	-	-	-
Medical technologists .....	696	40.0	530.00	-	-	-	-	-	-	-	-	1	2	3	7	23	24	24	9	4	2	-	-	-	-	-	-	-	-	-
Nuclear medical technologists .....	61	40.0	555.00	-	-	-	-	-	-	-	-	-	-	-	10	13	30	28	10	3	2	-	2	-	-	-	-	-	-	-
Nursing assistants .....	1,594	40.0	324.00	( <sup>4</sup> )	2	1	12	16	17	22	18	4	7	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,050	40.0	312.50	( <sup>4</sup> )	4	2	17	21	15	17	19	3	2	( <sup>4</sup> )	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	242	40.0	363.00	-	-	-	-	-	1	23	15	14	10	36	( <sup>4</sup> )	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Pharmacists .....	244	40.0	750.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pharmacy technicians .....	271	40.0	357.50	-	-	-	-	-	1	3	3	19	17	27	7	17	4	3	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists' supervisors .....	50	40.0	740.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	22	24	10	22	2	6	-	-	-	-	-
Physical therapists .....	243	40.0	581.50	-	-	-	-	-	-	-	-	-	-	-	1	5	26	35	21	7	3	1	1	-	-	-	-	-	-	-
Radiation therapy technologists .....	30	40.0	548.50	-	-	-	-	-	-	-	-	-	-	-	-	23	33	20	20	3	3	1	-	-	-	-	-	-	-	-
Radiographers' supervisors (X-ray) .....	49	40.0	680.00	-	-	-	-	-	-	-	-	-	-	-	-	-	6	14	18	20	2	10	8	-	-	-	-	-	-	-
Radiographers (X-ray) .....	380	40.0	510.00	-	-	-	-	-	-	-	-	-	-	-	-	30	25	13	12	2	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-
Speech pathologists .....	60	40.0	547.00	-	-	-	-	-	-	-	-	-	-	-	10	10	10	38	23	10	8	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 33. Occupational earnings: Full-time health care occupations—Washington, DC-MD-VA<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				175 and under 200	200	225	250	275	300	325	350	375	400	425	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100 and over	
				225	250	275	300	325	350	375	400	425	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100			
Surgical technologists .....	193	40.0	\$393.00	-	-	-	-	2	8	7	23	8	19	24	6	2	-	-	-	-	-	-	-	-	-	-	-		
Unit secretaries .....	1,028	40.0	343.50	-	2	(4)	4	10	18	14	23	24	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-		
Office clerical occupations																													
Admitting clerks .....	313	40.0	339.00	-	-	2	6	11	23	19	17	10	8	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	109	40.0	397.00	-	-	-	7	-	10	2	11	14	26	11	17	1	1	-	-	-	-	-	-	-	-	-	-	-	
Payroll clerks .....	46	40.0	386.00	-	-	-	-	2	11	22	9	15	11	13	17	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	163	40.0	323.00	-	-	4	12	31	4	17	21	8	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																													
Food service helpers .....	542	40.0	282.50	3	18	18	10	9	20	13	2	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	1,356	40.0	287.00	-	11	17	16	10	24	19	3	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers .....	219	40.0	297.00	-	13	9	13	12	18	31	3	(4)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Washington metropolitan area consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's Counties, MD; and Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park Cities, and Arlington, Fairfax, Loudoun, Prince William, and Stafford Counties, VA.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and

lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Workers were distributed as follows: 3 percent at \$1,100 and under \$1,200; 2 percent at \$1,200 and under \$1,300; 2 percent at \$1,300 and under \$1,400; and 5 percent at \$1,400 and over.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.



**Table 34. Occupational earnings: Part-time health care occupations—Washington, DC-MD-VA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings.<sup>2</sup> April 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																													
			4.50 and under 5.00	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	16.00	17.00	18.00	19.00	20.00 and over			
Registered professional nurses																																
Staff nurses .....	3,408	\$15.84	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	3	3	5	7	5	10	16	13	12	8	9	3	3		
Level II .....	3,299	15.84	-	-	-	-	-	-	-	-	-	-	-	-	1	3	3	4	5	7	5	10	16	13	12	8	9	3	3	3		
Level II-Specialists .....	34	17.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	12	41	21	12	3	6	6		
Other health care occupations																																
Dietitians .....	10	12.62	-	-	-	-	-	-	-	-	-	-	-	10	10	10	30	-	-	-	-	-	40	-	-	-	-	-	-	-	-	
Licensed practical nurses .....	170	11.11	-	-	-	-	-	-	3	4	8	11	12	16	13	7	14	4	-	-	-	-	-	9	-	-	-	-	-	-	-	
Medical laboratory technicians .....	150	10.28	-	-	-	-	-	7	11	5	7	13	16	12	8	5	5	3	3	3	1	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians																																
Diagnostic medical sonographers .....	197	11.62	-	-	-	1	5	1	7	4	6	3	5	9	8	6	11	3	10	6	4	7	7	1	1	-	-	-	-	-	-	
EKG technicians .....	21	14.29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	5	24	-	-	10	52	-	-	-	-	-	-	-	-	
Respiratory therapists .....	23	8.55	-	-	-	4	17	4	22	17	17	4	9	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Respiratory therapists .....	119	12.04	-	-	-	-	-	-	2	2	7	4	4	12	11	10	14	3	7	6	5	10	2	1	1	-	-	-	-	-	-	
Medical records technicians																																
Medical social workers .....	22	9.40	-	-	-	5	-	5	14	14	23	23	9	-	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical social workers .....	68	13.36	-	-	-	-	-	-	-	-	-	-	-	-	1	12	13	28	4	16	6	3	13	-	3	-	-	-	-	-	-	
Medical technologists .....	266	12.60	-	-	-	-	-	-	-	2	(3)	1	7	13	5	10	15	11	9	6	6	8	2	4	2	-	-	-	-	-	-	-
Nuclear medical technologists .....	10	13.32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	50	10	10	-	10	-	10	-	-	-	-	-	-	-	
Nursing assistants																																
Nursing assistants .....	587	7.10	-	4	5	12	42	8	9	6	7	2	1	3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists																																
Pharmacists .....	27	15.41	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-	11	15	33	4	22	4	-	-	-	-	
Pharmacy technicians .....	86	18.58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	3	15	15	13	30	4	17	30	4	17
Physical therapists .....	96	8.11	-	-	6	17	10	3	24	23	6	2	7	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists .....	51	15.37	-	-	-	-	-	-	-	-	-	-	-	-	-	2	6	-	2	6	12	16	29	2	22	-	-	-	-	-	-	4
Radiographers (X-ray) .....	214	12.21	-	-	-	-	-	-	-	-	2	-	8	8	17	10	15	7	12	7	5	1	3	2	-	-	-	-	-	-	-	-
Speech pathologists .....	10	15.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30	-	-	-	-	-	-	30	10	20	-	-	-	-	-	-
Surgical technologists .....	12	9.40	-	-	-	-	-	8	17	17	17	8	8	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries																																
Unit secretaries .....	583	7.54	-	4	1	10	18	19	17	12	11	3	6	-	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																																
Admitting clerks .....	191	7.72	-	-	10	4	14	10	20	18	9	6	4	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	57	9.16	-	-	7	14	-	4	-	5	28	7	16	12	2	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	142	6.84	-	-	18	18	32	8	10	4	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																																
Food service helpers .....	543	6.11	(3)	35	29	12	6	5	5	6	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	252	6.40	-	13	33	16	17	7	6	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Washington metropolitan area consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince George's Counties, MD; and Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park Cities, and Arlington, Fairfax, Loudoun, Prince William, and Stafford Counties, VA.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 5 percent at \$20 and under \$21; 8 percent at \$21 and under \$22; 1 percent at \$22 and under \$23; 2 percent at \$23 and under \$24; and 1 percent at \$25 and under \$26.

**Table 35. Occupational earnings: Other full-time professional, technical, and clerical occupations—Washington, DC-MD-VA**  
(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

[illegible]

See footnotes at end of table.

**Table 35. Occupational earnings: Other full-time professional, technical, and clerical occupations—Washington, DC-MD-VA<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																						
				200 and under	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	800	900	1000	1100	1200	1300 and over
Purchasing clerks/assistants	16	40.0	\$350.50	-	-	-	-	25	25	6	25	-	-	13	-	6	-	-	-	-	-	-	-	-	-	-
Level II .....																										
Secretaries	190	40.0	342.00	-	-	6	16	22	17	11	12	11	5	-	-	1	-	-	-	-	-	-	-	-	-	-
Level I .....	273	40.0	384.50	-	-	-	1	4	16	26	26	12	6	5	3	1	-	-	-	-	-	-	-	-	-	-
Level II .....	243	40.0	427.50	-	-	-	-	1	1	8	23	18	20	11	11	7	(4)	-	-	-	-	-	-	-	-	-
Level III .....	87	40.0	519.00	-	-	-	-	-	-	-	10	6	6	9	13	25	14	10	3	3	-	-	-	-	-	
Level IV .....	15	40.0	568.50	-	-	-	-	-	-	-	-	-	-	-	-	20	40	7	13	13	7	-	-	-	-	
Level V .....																										
Typists	24	40.0	327.50	-	-	13	33	13	8	4	13	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....																										
General clerks	16	40.0	273.00	6	6	44	25	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	82	40.0	294.50	-	10	30	27	9	10	10	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	84	40.0	323.50	-	-	7	33	19	14	10	7	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....																										

<sup>1</sup> The Washington metropolitan area consists of the District of Columbia; Calvert, Charles, Frederick, Montgomery, and Prince Georges Counties, MD; and Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park Cities, and Arlington, Fairfax, Loudoun, Prince William, and Stafford Counties, VA.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded

were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Workers were distributed as follows: 29 percent at \$1,400 and under \$1,500 and 14 percent at \$1,700 and under \$1,800.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.



Table 36. Occupational earnings: Full-time health care occupations—Chicago, IL<sup>1</sup>(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				Under 225	225 and under 250	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	700	750	800	850	900	950	and over
<b>Registered professional nurses</b>																													
Supervisors of nurses .....	273	40.0	\$900.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Head nurses .....	1,387	40.0	712.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clinical specialists .....	332	40.0	672.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	177	40.0	717.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nurse anesthetists .....	225	40.0	884.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	199	40.0	856.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nurse practitioners .....	61	40.0	655.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	30	40.0	643.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nursing instructors .....	233	40.0	641.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Staff nurses .....	17,875	40.0	560.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	16,225	40.0	556.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	285	40.0	659.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Other health care occupations</b>																													
Dietitians .....	301	40.0	487.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Licensed practical nurses .....	1,982	40.0	392.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	1,844	40.0	392.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians .....	865	40.0	404.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical machine operating technicians .....	1,913	40.0	406.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	306	40.0	317.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	755	40.0	385.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	792	40.0	463.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Diagnostic medical sonographers .....	201	40.0	490.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	26	40.0	477.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	173	40.0	490.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EEG technicians .....	117	40.0	395.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	33	40.0	348.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	64	40.0	387.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EKG technicians .....	429	40.0	326.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	200	40.0	290.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	190	40.0	361.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	11	40.0	401.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....	1,122	40.0	426.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	49	40.0	410.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	455	40.0	392.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	598	40.0	453.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical records administrators .....	80	40.0	604.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical records technicians .....	445	40.0	382.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical social workers .....	524	40.0	521.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical technologists .....	2,313	40.0	487.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nuclear medical technologists .....	184	40.0	476.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nursing assistants .....	3,586	40.0	291.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	3	40.0	290.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists .....	360	40.0	504.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pharmacists .....	858	40.0	707.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pharmacy technicians .....	756	40.0	338.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists' supervisors .....	77	40.0	757.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists .....	475	40.0	561.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Radiation therapy technologists .....	126	40.0	448.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Radiographers' supervisors (X-ray) .....	129	40.0	595.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Radiographers (X-ray) .....	1,155	40.0	423.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 36. Occupational earnings: Full-time health care occupations—Chicago, IL<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				Under 225	225 and under 250	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	700	750	800	850	900	950 and over
Speech pathologists .....	147	40.0	\$554.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	473	40.0	363.50	-	-	3	4	16	25	17	11	11	7	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
	2,505	40.0	331.50	1	4	6	10	22	30	13	10	3	2	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																												
Admitting clerks .....	716	40.0	319.50	3	3	16	19	18	16	12	4	3	4	-	(4)	1	1	-	-	-	-	-	-	-	-	-	-	-
	475	40.0	365.00	-	-	1	2	15	19	21	22	13	2	3	2	(4)	-	-	-	-	-	-	-	-	-	-	-	-
	125	40.0	365.00	-	2	2	14	7	16	14	13	26	3	2	2	-	-	-	-	-	-	-	-	-	-	-	-	
	517	40.0	298.00	3	8	29	14	16	16	8	6	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																												
Food service helpers .....	1,861	40.0	288.00	9	11	13	21	27	17	2	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	4,426	40.0	295.00	7	10	11	14	30	25	2	(4)	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	405	40.0	293.00	4	17	6	13	47	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Chicago metropolitan area consists of Cook, Du Page, and McHenry Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Workers were distributed as follows: 1 percent at \$950 and under \$1,000; 5 percent at \$1,000 and under \$1,100; 3 percent at \$1,100 and under \$1,200; and 4 percent at \$1,200 and over.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Workers were distributed as follows: 4 percent at \$950 and under \$1,000; and 12 percent at \$1,000 and under \$1,050.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 37. Occupational earnings: Part-time health care occupations—Chicago, IL<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings.<sup>2</sup> April 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																												
			Under 4.00	4.00 and under 4.50	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00 and over		
Registered professional nurses	Staff nurses .....	7,973	\$14.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II .....	7,621	14.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level III .....	105	16.52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Other health care occupations																														
	Dietitians .....	67	11.92	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Licensed practical nurses .....	546	9.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical laboratory technicians .....	271	10.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical machine operating technicians																														
	Diagnostic medical sonographers .....	549	9.84	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	EEG technicians .....	67	13.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EKG technicians .....	26	8.45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Respiratory therapists .....	176	7.66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical records technicians .....	268	10.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical social workers .....	87	9.04	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical technologists .....	107	13.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nuclear medical technologists .....	694	12.12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nursing assistants .....	63	12.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nursing assistants .....	923	7.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists .....	53	14.95	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pharmacists .....	248	17.36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pharmacy technicians .....	388	7.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists .....	86	15.98	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Radiation therapy technologists .....	22	12.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Radiographers (X-ray) .....	471	10.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Speech pathologists .....	38	16.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Surgical technologists .....	114	9.58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Unit secretaries .....	979	7.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																															
Admitting clerks .....	423	7.26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	116	8.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Payroll clerks .....	14	8.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	252	6.80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																															
Food service helpers .....	1,366	6.03	5	5	4	15	25	12	14	5	7	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	755	6.17	-	-	6	7	41	17	18	6	3	1	2	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	34	6.66	-	-	-	-	32	12	6	32	6	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Chicago metropolitan area consists of Cook, Du Page, and McHenry Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 5 percent at \$20 and under \$21 and 11 percent at \$21 and under \$22.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.





**Table 38. Occupational earnings: Other full-time professional, technical, and clerical occupations—Chicago, IL<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																
				Under 200	200 and under 250	250	300	350	400	450	500	550	600	650	700	750	800	850	900	950
				200	250	300	350	400	450	500	550	600	650	700	750	800	850	900	950	1000
Purchasing clerks/assistants																				
Level II .....	33	40.0	\$368.50	-	-	-	55	24	18	3	-	-	-	-	-	-	-	-	-	-
Secretaries																				
Level I .....	234	40.0	359.50	-	( <sup>4</sup> )	37	52	11	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	138	40.0	394.50	-	3	22	30	30	7	-	-	-	-	-	-	-	-	-	-	-
Level III .....	375	40.0	437.50	-	-	3	20	41	21	15	1	-	-	-	-	-	-	-	-	-
Level IV .....	135	40.0	458.00	-	-	-	15	47	16	12	5	-	-	-	-	-	-	-	-	-
Typists																				
Level I .....	54	40.0	272.50	-	44	31	24	-	-	-	-	-	-	-	-	-	-	-	-	-
General clerks																				
Level II .....	421	40.0	290.50	-	11	53	32	2	( <sup>4</sup> )	2	-	-	-	-	-	-	-	-	-	-
Level III .....	358	40.0	322.50	-	-	35	41	21	3	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Chicago metropolitan area consists of Cook, Du Page, and McHenry Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bo-

nuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Workers were distributed as follows: 17 percent at \$1,300 and under \$1,350 and 33 percent at \$1,500 and over.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

**Table 39. Occupational earnings: Full-time health care occupations—Cleveland, OH<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				Under 250	250 and under 275	275-300	300-325	325-350	350-375	375-400	400-425	425-450	450-475	475-500	500-525	525-550	550-575	575-600	600-625	625-650	650-675	675-700	700-725	725-750	750-800	800-850	850-900	900 and over	
Registered professional nurses																													
Supervisors of nurses .....	111	40.0	\$734.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	9	23	6	14	9	9	8	5	9		
Head nurses .....	359	40.0	726.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	8	9	12	15	14	6	17	8	5		
Nurse anesthetists .....	93	40.0	1,003.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3		
Level III .....	93	40.0	1,003.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3		
Nursing instructors .....	78	40.0	698.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	9	12	23	12	9	5	12	1	6		
Staff nurses .....	5,149	40.0	598.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	13	17	10	6	2	(*)	(*)	(*)	-		
Level II .....	4,838	40.0	594.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	14	17	10	3	1	-	(*)	-	-		
Other health care occupations																													
Dietitians .....	73	40.0	559.00	-	-	-	-	-	-	4	-	1	5	29	12	4	15	7	10	5	4	1	-	-	-	-	-	-	
Licensed practical nurses .....	1,343	40.0	402.00	-	-	1	7	11	25	32	21	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	1,174	40.0	403.50	-	-	1	7	12	20	32	24	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians .....	227	40.0	401.50	-	-	4	7	16	22	20	21	7	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians .....	487	40.0	451.50	-	-	2	3	7	4	10	13	13	6	9	21	8	4	1	-	-	-	-	-	-	-	-	-	-	
Level I .....	71	40.0	351.00	-	11	15	31	11	23	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	173	40.0	427.00	-	1	1	5	7	12	28	24	9	2	11	1	1	1	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	208	40.0	497.50	-	-	-	1	5	5	6	6	6	18	32	16	8	1	-	1	-	-	-	-	-	-	-	-	-	
Level IV .....	35	40.0	502.00	-	-	-	-	-	-	-	-	17	6	6	46	17	9	-	-	-	-	-	-	-	-	-	-	-	
Diagnostic medical sonographers .....	56	40.0	502.50	-	-	-	-	-	-	4	2	4	13	5	54	11	5	2	-	2	-	-	-	-	-	-	-	-	
Level III .....	35	40.0	513.50	-	-	-	-	-	-	-	3	-	9	9	57	14	3	3	-	3	-	-	-	-	-	-	-	-	
EEG technicians .....	59	40.0	419.50	-	5	10	2	3	10	27	24	-	2	2	12	2	2	2	-	-	-	-	-	-	-	-	-	-	
Level II .....	45	40.0	442.00	-	-	-	-	4	9	36	31	-	2	1	1	2	2	-	-	-	-	-	-	-	-	-	-	-	
EKG technicians .....	90	40.0	368.00	-	7	8	26	18	14	22	1	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level I .....	44	40.0	347.00	-	11	11	39	18	11	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	40	40.0	380.00	-	3	5	15	20	20	30	3	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Respiratory therapists .....	261	40.0	475.50	-	-	-	2	1	10	23	32	11	4	7	24	12	5	-	1	-	-	-	-	-	-	-	-	-	
Level II .....	82	40.0	441.50	-	-	-	2	1	10	23	32	11	4	7	24	12	5	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	147	40.0	497.00	-	-	-	2	1	5	3	7	5	20	29	18	9	-	-	1	-	-	-	-	-	-	-	-	-	
Medical records administrators .....	30	40.0	608.00	-	-	-	-	-	-	-	-	3	7	3	20	17	27	-	-	-	-	-	-	-	-	-	-	-	
Medical records technicians .....	113	40.0	372.00	-	5	15	14	12	18	30	6	-	-	-	20	17	27	-	-	-	-	-	-	-	-	3	3	-	
Medical social workers .....	148	40.0	548.50	-	-	-	-	-	-	1	5	11	9	14	10	11	8	18	4	3	4	1	-	-	-	-	-	-	
Medical technologists .....	487	40.0	548.00	-	-	-	-	-	-	-	1	3	2	10	13	23	25	9	15	(*)	(*)	-	-	-	-	-	-	-	
Nuclear medical technologists .....	55	40.0	500.50	-	-	-	-	-	-	-	-	18	7	13	44	7	9	2	-	-	-	-	-	-	-	-	-	-	
Nursing assistants .....	762	40.0	329.00	4	5	13	17	27	23	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	620	40.0	321.50	5	6	15	20	31	12	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists .....	67	40.0	551.50	-	-	-	-	-	-	4	-	-	6	7	7	13	27	21	6	1	1	4	1	11	22	42	11	9	
Pharmacists .....	175	40.0	767.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pharmacy technicians .....	213	40.0	375.50	-	-	2	8	15	17	29	21	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists' supervisors .....	18	40.0	750.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists .....	89	40.0	605.00	-	-	-	-	-	-	-	-	-	-	-	2	15	15	12	6	11	11	17	17	17	6	17	-		
Radiation therapy technologists .....	28	40.0	506.50	-	-	-	-	-	-	-	-	-	4	29	57	4	7	-	-	-	-	-	-	-	-	-	-	-	
Radiographers' supervisors (X-ray) .....	44	40.0	582.50	-	-	-	-	-	-	-	-	-	-	11	2	7	30	23	18	2	-	-	-	-	-	5	2	-	
Radiographers (X-ray) .....	351	40.0	441.00	-	-	2	2	8	10	14	24	15	19	4	3	1	1	-	-	-	-	-	-	-	-	-	-	-	
Speech pathologists .....	19	40.0	539.00	-	-	-	-	-	-	-	-	-	5	42	16	5	5	-	11	-	-	-	-	-	-	-	-	-	
Surgical technologists .....	115	40.0	414.00	-	-	-	-	3	3	7	30	22	15	14	3	2	3	-	-	-	-	-	-	-	-	-	-	-	
Unit secretaries .....	877	40.0	339.50	4	3	8	9	37	21	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.



**Table 39. Occupational earnings: Full-time health care occupations—Cleveland, OH<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				Under 250	250 and under 275	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	800	850	900 and over
				250	300	325	350	375	400	425	450	475	500	525	550	600	625	650	675	700	725	750	800	850	900			
<b>Office clerical occupations</b>																												
Admitting clerks .....	217	40.0	\$340.50	1	5	10	7	39	15	21	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	143	40.0	361.50	-	-	6	3	24	29	24	14	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Payroll clerks .....	41	40.0	359.00	-	-	2	5	24	37	29	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	98	40.0	322.50	-	10	12	23	41	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Service occupations</b>																												
Food service helpers .....	562	40.0	296.50	11	16	21	27	20	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	1,110	40.0	303.50	4	17	25	21	26	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	172	40.0	316.50	6	5	15	38	24	5	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Cleveland metropolitan area consists of Cuyahoga, Geauga, Lake, and Medina Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Workers were distributed as follows: 11 percent at \$900 and under \$950; 46 percent at \$950 and under \$1,000;

13 percent at \$1,000 and under \$1,050; 23 percent at \$1,050 and under \$1,100; 2 percent at \$1,100 and under \$1,150; and 1 percent at \$1,150 and under \$1,200.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Workers were distributed as follows: 4 percent at \$175 and under \$200; 3 percent at \$200 and under \$225; and 5 percent at \$225 and under \$250.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 40. Occupational earnings: Part-time health care occupations—Cleveland, OH<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings.<sup>2</sup> March 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																													
			Under 5.50	5.50 and under 5.75	5.75 6.00	6.00 6.25	6.25 6.50	6.50 6.75	6.75 7.00	7.00 7.50	7.50 8.00	8.00 8.50	8.50 9.00	9.00 9.50	9.50 10.00	10.00 10.50	10.50 11.00	11.00 11.50	11.50 12.00	12.00 12.50	12.50 13.00	13.00 13.50	13.50 14.00	14.00 14.50	14.50 15.00	15.00 15.50	15.50 16.00	16.00 16.50	16.50 and over			
Registered professional nurses																																
Staff nurses .....	2,777	\$14.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	5	5	5	10	10	8	13	19	3	10		
Level II .....	2,693	14.85	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	3	5	5	5	10	10	8	13	19	8	-		
Other health care occupations																																
Dietitians .....	27	13.40	-	-	-	-	-	-	-	-	-	-	-	11	32	24	11	-	-	-	11	4	30	37	4	-	4	-	-	-		
Licensed practical nurses .....	636	9.96	-	-	-	-	-	-	-	-	5	6	8	15	14	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians .....	124	9.63	-	-	-	-	-	-	-	6	10	19	15	14	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians																																
Diagnostic medical sonographers .....	163	10.82	-	-	-	-	-	-	1	-	11	7	9	8	6	6	8	12	8	10	7	7	2	2	1	-	-	-	-	-	-	
EEG technicians .....	16	12.35	-	-	-	-	-	-	-	-	-	-	-	6	17	-	-	13	25	6	19	25	6	-	-	-	-	-	-	-	-	
EKG technicians .....	28	8.75	-	-	-	-	-	-	7	-	36	18	25	14	-	-	-	-	17	-	-	-	17	-	-	-	-	-	-	-	-	
Respiratory therapists .....	113	11.15	-	-	-	-	-	-	-	-	7	4	6	6	8	18	10	10	12	8	6	1	3	2	-	-	-	-	-	-	-	-
Medical records technicians																																
Medical social workers .....	14	9.44	-	-	-	-	-	-	-	-	-	-	-	14	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical technologists .....	24	12.77	-	-	-	-	-	-	-	-	-	-	-	13	13	-	1	4	7	13	21	19	9	17	1	5	-	-	-	-	-	(*)
Nuclear medical technologists .....	17	12.52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	6	24	12	24	18	-	-	-	-	-	-	-	-	-
Nursing assistants .....	281	7.46	-	1	5	6	6	4	23	37	16	2	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists																																
Pharmacists .....	9	14.58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	22	11	33	-	22	3	8	5	89	
Physical therapists .....	36	18.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists .....	60	8.87	-	-	-	-	-	-	5	13	8	25	23	18	5	2	-	-	-	-	-	3	14	21	3	10	38	3	7	-	-	-
Radiographers (X-ray) .....	29	15.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Radiographers (X-ray) .....	157	10.79	-	-	-	-	-	-	-	-	4	2	4	12	11	15	25	13	11	1	8	-	-	-	-	-	-	-	-	-	-	-
Surgical technologists .....	25	9.92	-	-	-	-	-	-	-	4	12	4	16	36	-	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries .....	489	8.02	1	1	1	(*)	1	3	15	21	22	26	7	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																																
Admitting clerks .....	129	8.01	-	-	-	-	-	11	16	14	25	14	10	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	46	8.60	-	-	-	-	-	9	17	15	20	24	9	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Payroll clerks .....	10	8.00	-	-	-	-	30	-	-	-	30	10	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	102	7.69	6	3	-	-	-	2	18	18	25	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																																
Food service helpers .....	433	6.75	9	3	6	13	11	9	4	22	16	6	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	246	6.87	6	-	(*)	6	7	23	17	30	3	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	26	7.08	-	4	-	-	8	19	4	58	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Cleveland metropolitan area consists of Cuyahoga, Geauga, Lake, and Medina Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Workers were distributed as follows: 5 percent at \$16.50 and under \$17; and 5 percent at \$17 and over.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Workers were distributed as follows: 6 percent at \$16.50 and under \$17; 28 percent at \$17 and under \$18; 22 percent at \$18 and under \$19; 19 percent at \$19 and under \$20; 11 percent at \$20 and under \$21; and 3 percent at \$21 and under \$22.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.





**Table 41. Occupational earnings: Other full-time professional, technical, and clerical occupations—Cleveland, OH<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
				250 and under 275	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150
Purchasing clerks/assistants																											
Level II .....	17	40.0	\$377.00	-	-	-	18	18	41	24	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries																											
Level I .....	23	40.0	348.50	-	-	26	57	-	-	9	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	28	40.0	356.50	-	-	14	43	25	11	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	71	40.0	427.00	-	-	-	4	-	14	23	31	13	7	1	3	-	-	-	-	-	-	-	-	-	-	-	-
Level IV .....	24	40.0	478.50	-	-	-	-	-	-	-	13	58	4	21	4	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Cleveland metropolitan area consists of Cuyahoga, Geauga, Lake, and Medina Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bo-

nuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

**Table 42. Occupational earnings: Full-time health care occupations—Detroit, MI<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				Under 225	225 and under 250	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	650	700	750	800	850	900	950	1000 and over
				Under 225	275	300	325	350	375	400	425	450	475	500	525	550	575	600	650	700	750	800	850	900	950	1000	over	
Registered professional nurses																												
Supervisors of nurses .....	94	40.0	\$757.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	18	27	7	9	10	5	5	7	7
Head nurses .....	604	40.0	698.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	15	22	20	16	13	-	-	-	-
Clinical specialists .....	271	40.0	709.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	15	21	34	20	4	2	-	-	-
Level III .....	105	40.0	675.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	32	24	23	16	-	-	-	-	-
Level IV .....	166	40.0	730.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	5	19	41	22	6	4	-	-	-
Nurse anesthetists .....	286	40.0	1,007.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	2	11	15	4
Level III .....	286	40.0	1,007.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	2	11	15	64
Nurse practitioners .....	24	40.0	731.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	5	2	11	15	64
Level IV .....	17	40.0	688.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Nursing instructors .....	123	40.0	650.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	21	29	27	-	-	-	-	-	-
Staff nurses .....	7,876	40.0	560.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	16	21	2	-	-	-	-	-	-
Level II .....	7,561	40.0	559.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	16	20	2	-	-	-	-	-	-
Other health care occupations																												
Dietitians .....	135	40.0	539.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	15	3	1	-	-	-	-	-	-
Licensed practical nurses .....	1,599	40.0	409.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	14	5	3	-	3	-	-	-	-
Level II .....	1,599	40.0	409.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Medical laboratory technicians .....	177	40.0	392.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical machine operating technicians .....	1,021	40.0	440.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	5	1	-	-	-	-	-	-	-
Level I .....	90	40.0	333.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	473	40.0	410.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	450	40.0	491.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Diagnostic medical sonographers .....	105	40.0	494.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	10	3	-	-	-	-	-	-	-
Level II .....	27	40.0	440.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	-	-
Level III .....	78	40.0	512.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	12	-	-	-	-	-	-	-	-
EEG technicians .....	26	40.0	394.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I .....	9	40.0	368.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	15	39.5	405.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EKG technicians .....	242	40.0	369.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Level I .....	74	40.0	329.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	139	40.0	365.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	29	40.0	487.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists .....	595	40.0	460.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	1	-	-	-	-	-	-	-	-
Level II .....	268	40.0	432.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	312	40.0	486.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	1	-	-	-	-	-	-	-	-
Medical records administrators .....	59	40.0	628.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	8	-	-	-	-	-	-	-	-
Medical records technicians .....	150	40.0	390.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical social workers .....	318	40.0	556.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical technologists .....	641	40.0	521.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28	4	-	-	-	-	-	-	-	-
Nuclear medical technologists .....	101	40.0	506.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	1	-	-	-	-	-	-	-	-
Nursing assistants .....	1,463	40.0	302.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....	9	40.0	297.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III .....	55	40.0	365.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists .....	140	40.0	528.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	8	-	-	-	-	-	-	-	-
Pharmacists .....	449	40.0	724.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pharmacy technicians .....	469	40.0	323.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists' supervisors .....	32	40.0	747.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists .....	147	40.0	600.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	23	-	-	-	-	-	-	-	-
Radiation therapy technologists .....	55	40.0	490.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5	-	-	-	-	-	-	-	-
Radiographers' supervisors (X-ray) .....	88	40.0	571.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	2	-	-	-	-	-	-	-	-
Radiographers (X-ray) .....	651	40.0	443.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	19	18	3	-	-	-	-	-	-

See footnotes at end of table.

**Table 42. Occupational earnings: Full-time health care occupations—Detroit, MI<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																
				Under 225	225 and under 250	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600
				225	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	650
Speech pathologists .....	51	40.0	\$571.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Surgical technologists .....	411	40.0	375.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries .....	1,471	40.0	319.50	-	1	7	26	23	21	22	( <sup>3</sup> )	17	4	5	1	( <sup>3</sup> )	-	-	-	-
<b>Office clerical occupations</b>																				
Admitting clerks .....	482	40.0	312.00	-	-	15	16	34	26	6	3	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	237	40.0	362.50	-	-	-	8	8	20	20	32	12	-	-	-	-	-	-	-	-
Payroll clerks .....	80	40.0	345.00	-	-	-	-	20	35	31	14	-	-	-	-	-	-	-	-	-
Switchboard operators .....	148	40.0	321.50	-	-	5	22	21	38	14	-	-	-	-	-	-	-	-	-	-
<b>Service occupations</b>																				
Food service helpers .....	881	40.0	284.00	1	15	19	20	41	4	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	2,063	40.0	286.50	2	10	19	23	40	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Laundry workers .....	120	40.0	289.00	-	6	15	51	28	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Detroit metropolitan area consists of Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, and Wayne Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.  
<sup>4</sup> Workers were distributed as follows: 39 percent at \$1,050 and under \$1,050; 22 percent at \$1,050 and under \$1,100; and 3 percent at \$1,100 and under \$1,150.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.



**Table 43. Occupational earnings: Part-time health care occupations—Detroit, MI<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings.<sup>2</sup> March 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																													
			Under 5.00	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	16.00	17.00	18.00	19.00	20.00 and over			
			5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	16.00	17.00	18.00	19.00	20.00				
Registered professional nurses	Staff nurses .....	2,936	\$14.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level II .....	2,834	14.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level III .....	21	21.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other health care occupations	Dietitians .....	32	13.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Licensed practical nurses .....	568	10.37	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Medical laboratory technicians .....	57	8.50	-	-	-	-	16	14	5	16	5	-	21	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians	Diagnostic medical sonographers .....	270	10.66	-	-	-	-	2	8	7	3	9	3	10	8	9	7	4	6	5	9	3	2	-	-	-	-	-	-	-	-	
	EEG technicians .....	45	13.07	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	EKG technicians .....	19	8.68	-	-	-	-	-	26	-	63	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	EKG technicians .....	67	8.55	-	-	-	-	7	31	6	10	6	4	16	7	3	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Respiratory therapists .....	111	11.31	-	-	-	-	-	5	-	-	-	-	14	15	14	8	5	7	14	3	14	-	-	-	-	-	-	-	-	-	
Medical records technicians	Medical records technicians .....	24	10.10	-	-	-	-	-	-	-	25	8	-	8	-	8	46	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Medical social workers .....	38	13.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	21	13	11	18	3	8	13	-	-	-	-	-	-	-	
	Medical technologists .....	213	13.16	-	-	-	-	-	-	-	-	-	-	-	-	-	5	7	6	15	19	41	6	( <sup>3</sup> )	-	-	-	-	-	-	-	
	Nuclear medical technologists .....	22	12.65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	14	9	5	14	36	-	-	-	-	-	-	-	-	
Nursing assistants	Nursing assistants .....	593	7.52	-	1	2	7	19	14	31	20	4	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists	Occupational therapists .....	42	13.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	7	12	17	14	5	12	26	2	-	-	-	-	-	
	Pharmacists .....	135	17.67	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13	16	24	32	10	4	-	
	Pharmacy technicians .....	131	7.64	-	-	-	18	23	8	10	5	18	13	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Physical therapists .....	41	16.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Radiation therapy technologists .....	7	12.44	-	-	-	-	-	-	-	-	-	-	-	-	-	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Radiographers (X-ray) .....	235	10.79	-	-	-	-	-	-	5	-	7	4	3	10	7	21	6	8	15	11	2	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
	Speech pathologists .....	31	14.46	-	-	-	-	-	-	-	-	-	-	-	-	-	5	9	-	3	-	26	13	39	19	-	-	-	-	-	-	
	Surgical technologists .....	22	9.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries	Unit secretaries .....	656	7.81	-	-	2	7	9	14	21	24	9	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations	Admitting clerks .....	235	7.46	-	-	-	5	25	24	17	24	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical transcriptionists .....	75	9.10	-	-	-	-	-	1	4	15	19	25	29	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Switchboard operators .....	141	7.31	-	-	-	16	29	21	13	9	7	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations	Food service helpers .....	831	6.66	1	10	13	21	16	14	22	( <sup>3</sup> )	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Hospital cleaners .....	594	6.67	2	11	14	18	15	15	17	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Detroit metropolitan area consists of Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, and Wayne Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 5 percent at \$23 and under \$24; 10 percent at \$25 and under \$26; and 43 percent at \$27 and under \$28.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.

**Table 44. Occupational earnings: Other full-time professional, technical, and clerical occupations—Detroit, MI<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of--																							
				Under 200	200 and under	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000
				200	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000	
Professional and administrative occupations	Accountants																										
	Level I	37	40.0	\$432.00	-	-	-	-	-	5	11	8	19	16	27	5	8	-	-	-	-	-	-	-	-	-	-
	Level II	31	40.0	509.50	-	-	-	-	-	-	-	-	-	26	19	3	32	13	3	-	3	-	-	-	-	-	
	Level III	65	40.0	565.00	-	-	-	-	-	-	-	-	-	-	-	3	28	49	18	2	-	-	-	-	-	-	
	Level IV	18	40.0	750.50	-	-	-	-	-	-	-	-	-	-	-	-	-	22	6	22	17	-	11	-	-	-	
	Personnel specialists																										
	Level I	37	40.0	478.00	-	-	-	-	-	-	-	11	5	5	22	35	8	14	-	-	-	-	-	-	-	-	
	Level II	58	40.0	539.50	-	-	-	-	-	-	-	-	-	-	3	3	22	38	12	14	5	2	-	-	-	-	
	Level III	25	40.0	769.00	-	-	-	-	-	-	-	-	-	-	-	-	-	8	4	16	20	12	4	-	-	16	
	Buyers																										
	Level I	42	40.0	426.50	-	-	-	-	-	-	-	21	45	14	5	14	-	-	-	-	-	-	-	-	-	-	
	Level II	49	40.0	493.00	-	-	-	-	-	-	-	6	12	2	12	20	31	14	-	-	-	-	-	-	-	-	
	Computer programmers																										
	Level I	14	40.0	460.50	-	-	-	-	-	-	-	-	-	7	36	14	36	7	-	-	-	-	-	-	-	-	
	Level II	26	40.0	585.00	-	-	-	-	-	-	-	-	-	-	-	4	4	15	31	38	8	-	-	-	-	-	
Level III	34	40.0	678.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	21	38	29	6	-	-	-		
Level IV																											
Computer systems analysts																											
Level I	17	40.0	698.50	-	-	-	-	-	-	-	-	-	-	-	-	6	-	12	18	24	12	-	29	-	-	-	
Technical support occupations	Computer operators																										
	Level II	26	39.0	358.00	-	-	-	-	15	-	4	58	19	4	-	-	-	-	-	-	-	-	-	-	-	-	
	Level III	13	40.0	429.00	-	-	-	-	-	-	-	-	23	23	15	15	-	-	-	-	-	-	-	-	-	-	
	Clerical support occupations																										
	Accounting clerks																										
	Level II	88	40.0	326.00	-	-	1	5	14	32	26	17	5	1	-	-	-	-	-	-	-	-	-	-	-	-	
	Level III	60	40.0	352.50	-	-	-	-	2	23	22	33	10	-	10	-	-	-	-	-	-	-	-	-	-	-	
	File clerks																										
	Level I	155	40.0	273.50	1	5	26	21	15	26	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level II	22	39.5	262.50	-	-	45	18	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Key entry operators																										
	Level I	26	40.0	329.50	-	-	8	-	4	27	31	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level II	49	40.0	329.00	-	-	-	-	33	6	16	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level III	56	40.0	286.00	-	2	14	13	20	52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Messengers																										
Personnel clerks/assistants																											
Level I	9	40.0	323.50	-	-	11	-	-	44	11	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	21	40.0	370.00	-	-	-	-	-	10	29	14	33	14	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III	15	40.0	398.00	-	-	-	-	7	7	-	33	7	7	13	27	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 44. Occupational earnings: Other full-time professional, technical, and clerical occupations—Detroit, MI<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
				Under 200	200 and under 225	225	250	275	300	325	350	375	400	425	450	475	500	550	600	650	700	750	800	850	900	950	1000
Purchasing clerks/assistants																											
Level I	12	40.0	\$303.00	-	-	8	42	33	-	8	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	24	39.5	347.00	-	-	-	-	8	54	29	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries																											
Level I	310	40.0	363.50	-	-	( <sup>3</sup> )	5	6	24	19	41	3	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	248	40.0	378.50	-	-	-	-	3	19	27	22	21	7	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-
Level III	256	40.0	442.50	-	-	-	-	-	( <sup>3</sup> )	7	11	18	19	14	17	13	-	-	-	-	-	-	-	-	-	-	-
Level IV	130	40.0	451.50	-	-	-	-	-	-	4	8	18	18	25	16	8	2	1	-	-	-	-	-	-	-	-	-
Level V	16	40.0	538.00	-	-	-	-	-	-	-	-	-	-	-	6	69	13	13	-	-	-	-	-	-	-	-	-
Typists																											
Level I	64	40.0	298.00	-	2	3	14	39	16	23	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	61	40.0	317.00	-	-	-	-	36	25	26	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General clerks																											
Level I	21	40.0	267.00	-	10	19	38	-	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	231	40.0	294.50	-	-	1	34	26	23	11	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level III	225	40.0	335.50	-	-	-	4	9	24	28	23	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Detroit metropolitan area consists of Lapeer, Livingston, Macomb, Monroe, Oakland, St. Clair, and Wayne Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded

were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.



**Table 45. Occupational earnings: Full-time health care occupations—Minneapolis-St. Paul, MN-WI<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> March 1989)

Occupation and level		Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																						
					Under 225	225 and under 250	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750
Registered professional nurses																											
		28	40.0	\$751.00	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	11	7	-	21	39	11	4
	Supervisors of nurses	363	40.0	701.00	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	4	13	15	28	19	12	1	
	Head nurses	13	40.0	661.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	23	46	-	-	-	-	-
	Clinical specialists	13	40.0	661.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	23	46	-	-	-	-	-
	Level III	319	40.0	968.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	46	-	-	-	-	-
	Nurse anesthetists	319	40.0	968.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>a</sup> )	2	2	3	3	3	4 90
	Level III	319	40.0	968.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>a</sup> )	2	2	3	3	3	90
	Nurse practitioners	40	40.0	657.50	-	-	-	-	-	-	-	-	-	-	-	-	-	8	8	10	23	15	10	15	-	-	-
	Level III	38	40.0	659.50	-	-	-	-	-	-	-	-	-	-	-	-	-	8	8	5	11	24	16	11	16	-	-
	Nursing instructors	27	40.0	636.00	-	-	-	-	-	-	-	-	-	-	-	-	-	22	15	-	15	30	7	-	-	-	-
	Staff nurses	2,443	40.0	575.50	-	-	-	-	-	-	-	-	-	-	-	-	-	6	13	31	14	( <sup>a</sup> )	-	-	-	-	( <sup>a</sup> )
	Level II	2,341	40.0	575.50	-	-	-	-	-	-	-	-	-	-	-	-	-	7	6	32	14	( <sup>a</sup> )	-	-	-	-	-
	Level II-specialists	72	40.0	604.00	-	-	-	-	-	-	-	-	-	-	-	-	-	8	3	32	36	3	-	-	-	-	-
Other health care occupations																											
	Dietitians	33	40.0	518.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Licensed practical nurses	340	40.0	394.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II	340	40.0	394.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical laboratory technicians	110	40.0	396.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical machine operating technicians	260	40.0	444.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level I	38	40.0	373.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II	131	40.0	432.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level III	87	40.0	485.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Diagnostic medical sonographers	31	40.0	500.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level III	28	40.0	510.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	EEG technicians	12	40.0	410.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	EKG technicians	22	40.0	333.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level I	17	40.0	311.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Respiratory therapists	143	40.0	461.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II	78	40.0	451.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level III	46	40.0	471.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical records administrators	19	40.0	683.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical records technicians	95	40.0	386.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical social workers	107	40.0	516.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical technologists	352	40.0	540.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Nuclear medical technologists	30	40.0	534.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Nursing assistants	465	40.0	300.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II	424	40.0	301.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Occupational therapists	87	40.0	523.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Pharmacists	169	40.0	740.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Pharmacy technicians	107	40.0	332.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Physical therapists' supervisors	31	40.0	654.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Physical therapists	147	40.0	527.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Radiation therapy technologists	30	40.0	532.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Radiographers' supervisors (X-ray)	27	40.0	624.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Radiographers (X-ray)	257	40.0	469.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Speech pathologists	38	40.0	531.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Surgical technologists	238	40.0	383.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Unit secretaries	452	40.0	343.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 45. Occupational earnings: Full-time health care occupations—Minneapolis-St. Paul, MN-WI<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				Under 225	225 and under 250	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	800	850 and over
				225	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	800	850	over	
Office clerical occupations																												
Admitting clerks .....	127	40.0	\$299.00	-	9	17	28	19	15	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	133	40.0	353.00	-	-	6	5	12	23	22	19	10	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	
Payroll clerks .....	27	40.0	365.00	-	-	-	4	30	15	19	11	-	7	15	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	121	40.0	314.00	-	7	10	13	28	29	8	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																												
Food service helpers .....	249	40.0	305.50	2	4	8	14	56	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	827	40.0	303.00	3	(3)	11	22	52	11	(3)	-	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers .....	118	40.0	301.00	3	17	4	2	56	15	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Minneapolis-St. Paul metropolitan area consists of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, and Wright Counties, MN; and St. Croix County, WI.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 5 percent at \$850 and under \$900; 15 percent at \$900 and under \$950; 29 percent at \$950 and under \$1,000; 29 percent at \$1,000 and under \$1,050; and 12 percent at \$1,050 and under \$1,100.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 46. Occupational earnings: Part-time health care occupations—Minneapolis-St. Paul, MN-WI<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings,<sup>2</sup> March 1989)

Occupation	Number of workers	Average (mean) of hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																													
			Under 5.25	5.25 and under 5.50	5.50	5.75	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00	16.50	17.00 and over			
Registered professional nurses																																
	Staff nurses	6,201	\$14.18	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	5	6	6	6	7	16	13	25	8	2	1	( <sup>3</sup> )			
	Level II	6,054	14.20	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	4	5	6	6	6	7	16	13	25	8	2	1	( <sup>3</sup> )			
Other health care occupations																																
	Dietitians	55	13.05	-	-	-	-	-	-	-	-	-	-	-	-	9	5	13	11	18	15	5	2	7	4	4	7	-	-	-		
	Licensed practical nurses	668	9.50	-	-	-	-	-	4	14	12	19	15	35	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Medical laboratory technicians	115	9.97	-	-	-	-	-	-	3	7	21	17	22	19	10	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																																
	Medical machine operating technicians	218	10.44	-	-	-	-	1	6	6	9	1	7	7	7	11	11	11	10	7	4	1	( <sup>3</sup> )	-	-	-	-	-	-	-	-	
	Diagnostic medical sonographers	16	12.77	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	20	-	31	19	-	-	-	-	-	-	-	-	-	
	EEG technicians	10	9.64	-	-	-	-	-	-	-	40	10	-	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	EKG technicians	26	8.52	-	-	-	-	8	15	31	19	8	4	-	-	-	-	8	4	-	-	-	-	4	-	-	-	-	-	-	-	
	Respiratory therapists	133	11.10	-	-	-	-	-	-	-	-	-	9	11	9	16	17	14	12	8	5	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																																
	Medical records technicians	39	9.25	-	-	-	-	-	8	21	13	21	21	5	5	5	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Medical social workers	58	12.80	-	-	-	-	-	-	-	-	-	7	-	2	11	5	16	13	20	4	7	7	7	2	-	-	-	-	-	-	
	Medical technologists	292	13.42	-	-	-	-	-	-	-	-	-	-	-	1	( <sup>3</sup> )	6	5	11	9	11	17	24	10	3	2	-	-	-	-	-	
	Nuclear medical technologists	21	12.58	-	-	-	-	-	-	-	-	-	-	-	-	14	-	14	19	10	14	29	-	-	-	-	-	-	-	-	-	
	Nursing assistants	778	6.92	8	3	2	1	10	28	19	11	19	( <sup>3</sup> )	-	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Other clerical occupations																																
	Occupational therapists	105	13.19	-	-	-	-	-	-	-	-	-	-	-	-	2	10	4	16	10	17	14	15	4	5	3	-	-	-	-	-	
	Pharmacists	106	17.55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	4	18	1	8	4	61	-	
	Pharmacy technicians	89	7.90	-	-	-	3	1	31	22	17	17	4	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Physical therapists	61	14.39	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	3	16	8	15	34	10	2	-	-	-	-	-	
	Radiographers (X-ray)	169	11.57	-	-	-	-	-	-	-	-	2	3	5	4	9	7	8	9	25	20	7	-	-	-	-	-	-	-	-	-	
	Speech pathologists	12	13.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50	-	8	8	-	17	-	-	8	-	-	-	
	Surgical technologists	93	9.96	-	-	-	-	-	4	4	10	11	24	17	22	6	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Unit secretaries	632	8.13	-	1	-	-	1	3	21	21	19	18	11	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Service occupations																															
Admitting clerks		248	7.43	-	-	-	3	15	15	23	19	13	9	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists		102	9.23	-	-	-	-	-	-	6	13	25	28	15	7	2	-	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators		181	7.16	-	4	4	4	10	21	18	15	19	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Minneapolis-St. Paul metropolitan area consists of Anoka, Carver, Chicago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, and Wright Counties, MN; and St. Croix County, WI.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 19 percent at \$17 and under \$18; 22 percent at \$18 and under \$19; 16 percent at \$19 and under \$20; and 5 percent at \$20 and over.

<sup>5</sup> Workers were distributed as follows: 2 percent at \$3.75 and under \$4; 3 percent at \$4.25 and under \$4.50; 1 percent at \$4.50 and under \$4.75; 2 percent at \$4.75 and under \$5; and 1 percent at \$5 and under \$5.25.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.



**Table 47. Occupational earnings: Other full-time professional, technical, and clerical occupations—Minneapolis-St. Paul, MN-WI<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
				250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	750	800	850	900	
				und- er 300	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	750	800	850	900		
Professional and administrative occupations	Accountants																										
	Level I .....	6	40.0	\$449.50	-	-	-	-	-	17	-	33	17	33	17	33	-	-	-	-	-	-	-	-	-	-	-
	Level II .....	16	40.0	504.00	-	-	-	-	-	-	-	13	13	25	13	25	13	-	-	-	-	-	-	-	-	-	
	Level III .....	22	40.0	648.50	-	-	-	-	-	-	-	-	-	-	-	23	9	18	-	-	-	-	41	9	-	-	
	Level IV .....	10	40.0	810.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40	40	20	
	Personnel specialists																										
	Level I .....	9	40.0	434.00	-	-	-	-	11	-	44	-	22	22	-	-	-	-	-	-	-	-	-	-	-	-	
	Level II .....	31	40.0	484.50	-	-	-	-	-	-	3	10	-	26	32	10	10	-	-	-	-	-	-	-	-	-	
	Level III .....	37	40.0	601.00	-	-	-	-	-	-	-	3	-	-	5	5	8	11	19	16	3	5	16	8	-	-	
	Clerical support occupations	Clerical support occupations																									
Accounting clerks																											
Level II .....		36	40.0	331.50	-	28	6	39	22	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....		15	40.0	364.00	-	-	20	27	-	40	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Key entry operators																											
Level I .....		10	40.0	289.50	40	20	40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....		27	40.0	317.00	-	37	26	22	7	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Personnel clerks/assistants																											
Level II .....		15	40.0	365.00	-	-	-	33	40	13	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries																											
Level IV .....	6	40.0	518.50	-	-	-	-	-	-	-	-	-	17	33	50	-	-	-	-	-	-	-	-	-	-		

<sup>1</sup> The Minneapolis-St. Paul metropolitan area consists of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, and Wright Counties, MN; and St. Croix County, WI.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and

cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

**Table 48. Occupational earnings: Full-time health care occupations—St. Louis, MO-IL<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				Under 200	200 and under 225	225	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	700	750	800	850	900 and over	
Registered professional nurses	Supervisors of nurses .....	110	40.0	\$715.00	-	-	-	-	-	-	-	-	-	-	-	-	-	10	9	-	5	5	15	5	25	17	5	3	
	Head nurses .....	388	40.0	709.50	-	-	-	-	-	-	-	-	-	-	-	-	-	1	2	9	5	10	15	28	6	10	(*)		
	Clinical specialists .....	54	40.0	720.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	6	24	35	6	11	-	6	
	Level III .....	49	40.0	702.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	27	39	6	8	-	-	
	Nurse anesthetists .....	34	40.0	937.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6	3	12	74	
	Level III .....	34	40.0	937.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6	3	12	74
	Nurse practitioners .....	24	39.5	629.50	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	13	-	38	-	17	25	-	-	-	
	Level III .....	24	39.5	629.50	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4	13	-	38	-	17	25	-	-	-	
	Nursing instructors .....	118	40.0	628.50	-	-	-	-	-	-	-	-	-	-	1	3	3	6	10	11	20	13	8	14	10	-	-	-	
	Staff nurses .....	6,148	40.0	522.50	-	-	-	-	-	-	-	1	5	10	13	12	15	10	10	8	9	2	4	(*)	(*)	(*)	-	-	
	Level II .....	5,667	40.0	517.00	-	-	-	-	-	-	-	1	5	11	14	12	16	10	10	7	8	2	4	-	-	-	-	-	
	Level II-specialists .....	418	40.0	569.00	-	-	-	-	-	-	-	-	(*)	3	4	9	11	13	12	11	19	11	6	1	-	-	-	-	
	Other health care occupations	Dietitians .....	83	40.0	502.50	-	-	-	-	-	-	2	11	14	14	10	13	13	6	5	4	-	-	7	-	-	-	-	-
		Licensed practical nurses .....	1,092	40.0	382.00	-	-	1	6	9	18	15	6	14	23	9	(*)	-	-	-	-	-	-	-	-	-	-	-	-
Level II .....		945	40.0	377.00	-	-	1	5	10	19	17	6	15	24	2	(*)	-	-	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians .....		194	40.0	389.00	-	-	-	3	-	16	11	31	15	16	4	2	-	-	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians .....		482	40.0	408.00	-	1	2	4	5	7	10	8	11	13	9	5	7	5	3	1	3	-	-	-	-	-	-	-	
Level I .....		98	40.0	299.00	4	11	17	20	12	24	6	3	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....		187	39.5	382.50	-	-	1	3	11	13	17	24	17	9	3	-	-	1	3	-	-	-	-	-	-	-	-	-	
Level III .....		193	40.0	486.00	-	-	-	-	-	-	-	1	3	16	14	10	17	12	10	7	3	7	-	-	-	-	-	-	
Diagnostic medical sonographers .....		49	39.5	448.50	-	2	8	-	-	-	2	4	-	29	6	4	16	10	8	6	-	4	-	-	-	-	-	-	
Level III .....		37	40.0	486.00	-	-	-	-	-	-	-	-	-	27	8	5	22	14	11	8	-	5	-	-	-	-	-	-	
EEG technicians .....		27	39.5	344.50	-	-	4	19	22	15	15	11	4	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....		23	40.0	350.00	-	-	-	13	26	17	17	13	4	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
EKG technicians .....		70	40.0	316.50	6	7	4	27	19	11	13	4	3	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level I .....		52	40.0	293.50	8	10	6	33	21	15	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Respiratory therapists .....		296	40.0	433.00	-	(*)	2	(*)	4	9	7	16	12	12	6	8	7	7	3	2	4	-	-	-	-	-	-	-	
Level I .....		21	40.0	321.50	-	5	29	5	5	29	10	14	-	-	5	-	-	2	5	-	-	-	-	-	-	-	-	-	
Level II .....		125	39.5	387.50	-	-	1	-	10	16	13	30	14	10	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....		150	40.0	486.00	-	-	-	-	-	-	1	4	12	15	12	15	12	11	7	3	7	-	-	-	-	-	-	-	
Medical records administrators .....		28	40.0	641.00	-	-	-	-	-	-	-	14	-	7	7	-	-	-	-	14	-	14	-	43	-	11	4	7	
Medical records technicians .....		130	40.0	352.00	-	5	3	9	16	16	12	22	3	7	5	1	1	1	9	12	7	4	12	3	-	-	-	-	
Medical social workers .....		162	40.0	502.50	-	-	-	-	-	(*)	1	6	7	12	13	14	9	12	7	4	12	3	-	-	-	-	-	-	
Medical technologists .....		620	40.0	516.00	-	-	-	-	-	-	-	1	1	8	11	12	10	8	8	20	7	13	(*)	-	-	-	-	-	
Nuclear medical technologists .....		67	40.0	494.50	-	-	-	-	-	-	-	3	10	9	6	30	12	16	9	-	4	-	-	-	-	-	-	-	
Nursing assistants .....		1,412	40.0	268.00	4	15	18	22	11	5	6	1	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....		1,289	40.0	263.50	4	16	20	22	18	11	2	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....		88	40.0	324.50	-	5	10	17	11	34	1	16	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists .....	67	39.5	494.00	-	-	-	-	-	-	-	-	-	10	13	13	19	15	7	13	6	-	1	-	-	-	-	-		
Pharmacists .....	240	40.0	698.00	-	-	-	-	-	-	-	-	-	-	-	-	15	2	3	8	6	11	24	14	6	3	-	-		
Pharmacy technicians .....	206	40.0	323.00	-	1	10	12	17	16	15	11	3	2	11	1	(*)	-	-	-	-	-	11	24	18	9	-	-		
Physical therapists' supervisors .....	22	40.0	639.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32	-	-	-	18	23	18	9	-	-		
Physical therapists .....	190	40.0	485.00	-	-	-	-	-	-	-	3	4	13	18	13	11	6	7	7	6	4	1	4	1	-	-	-		
Radiation therapy technologists .....	16	40.0	480.50	-	-	-	-	-	-	-	-	-	6	13	6	50	19	6	-	-	-	-	-	-	-	-	-		
Radiographers' supervisors (X-ray) .....	39	40.0	648.00	-	-	-	-	-	-	-	-	-	-	-	-	10	3	3	-	31	13	-	10	5	18	10	-		
Radiographers (X-ray) .....	369	40.0	434.00	-	-	-	-	-	-	1	9	11	18	12	7	16	7	6	1	1	1	-	-	-	-	-	-		
Speech pathologists .....	24	40.0	505.50	-	-	-	-	-	-	-	-	8	13	4	4	13	4	38	8	-	8	-	-	-	-	-	-		
Surgical technologists .....	144	40.0	364.50	-	2	2	8	6	19	19	24	14	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-		
Unit secretaries .....	1,000	40.0	306.00	2	3	7	15	18	11	28	14	2	(*)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

**Table 48. Occupational earnings: Full-time health care occupations—St. Louis, MO-IL<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				Under 200	200 and under 225	225	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	700	750	800	850	900 and over
				200	225	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	700	750	800	850	900	and over
Office clerical occupations																												
Admitting clerks .....	294	40.0	\$291.50	-	2	12	31	14	16	9	16	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	202	40.0	351.50	-	-	-	2	9	28	12	10	17	19	(4)	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Payroll clerks .....	48	39.5	336.50	-	2	-	10	15	17	23	6	8	17	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	170	40.0	295.50	1	4	8	17	27	16	15	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																												
Food service helpers .....	476	40.0	259.00	9	12	16	28	15	17	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	1,567	39.5	251.50	\$ 11	15	19	23	25	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	165	39.5	259.00	7	14	17	21	33	8	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The St. Louis metropolitan area consists of St. Louis City and Franklin, Jefferson, St. Charles, and St. Louis Counties, MO; and Clinton, Jersey, Madison, Monroe, and St. Clair Counties, IL.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonpro-

duction bonuses.

<sup>3</sup> Workers were distributed as follows: 24 percent at \$900 and under \$950; 44 percent at \$950 and under \$1,000; 3 percent at \$1,000 and under \$1,050; and 3 percent at \$1,050 and over.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> Workers were distributed as follows: 2 percent at \$150 and under \$175; and 9 percent at \$175 and under \$200.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.



**Table 49. Occupational earnings: Part-time health care occupations—St. Louis, MO-IL<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings, <sup>2</sup> March 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																													
			4.00 and under 4.50	4.50	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	15.00	16.00	17.00	18.00	19.00	20.00 and over			
Registered professional nurses																																
Staff nurses .....	2,992	\$13.61	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	4	7	5	9	10	7	10	20	20	6	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )		
Level II .....	2,636	13.53	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	4	7	6	9	11	7	10	21	19	5	-	-	-	-		
Level II-Specialists .....	274	14.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	4	8	7	8	16	36	17	( <sup>3</sup> )	-	-	-		
Level III .....	20	16.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	20	10	20	10	25	5	5		
Other health care occupations																																
Dietitians .....	38	11.59	-	-	-	-	-	-	-	-	-	-	3	-	24	13	13	13	11	8	5	5	-	-	-	-	-	-	-	-		
Licensed practical nurses .....	439	9.17	-	-	-	-	-	2	11	10	5	23	9	4	13	14	9	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians .....	136	9.67	-	-	-	-	3	1	3	11	7	6	15	7	15	14	1	9	5	-	-	-	-	-	1	-	-	-	-	-	-	
Medical machine operating technicians																																
Diagnostic medical sonographers .....	239	10.26	-	-	4	4	1	1	5	6	5	7	5	10	7	4	3	5	10	4	3	7	5	3	-	-	-	-	-	-	-	
EEG technicians .....	19	12.03	-	-	-	-	-	-	-	-	-	5	-	-	-	11	11	11	37	-	5	21	-	-	-	-	-	-	-	-	-	
EKG technicians .....	12	9.37	-	-	-	-	-	-	33	-	-	-	8	-	17	33	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Respiratory therapists .....	41	6.89	-	24	17	5	2	15	10	5	22	-	-	-	6	16	7	3	1	7	12	6	4	8	5	-	-	-	-	-	-	
Respiratory therapists .....	147	11.23	-	-	1	1	1	1	2	3	5	4	6	16	7	3	1	7	12	6	4	8	5	-	-	-	-	-	-	-	-	
Medical records technicians																																
Medical social workers .....	23	7.96	-	-	22	4	4	-	9	4	-	4	35	13	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical social workers .....	51	12.25	-	-	-	-	-	-	-	2	-	6	2	4	-	5	7	7	9	9	7	8	5	12	4	19	-	-	-	-	-	
Medical technologists .....	211	13.20	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	-	-	10	10	-	10	20	10	-	-	40	-	-	-	-	-	-	
Nuclear medical technologists .....	10	13.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nursing assistants .....	726	6.23	( <sup>3</sup> )	6	28	16	11	19	9	4	3	4	-	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists																																
Pharmacists .....	15	13.22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	13	7	13	-	20	18	-	2	18	13	-	-	
Pharmacy technicians .....	90	16.28	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-	7	10	7	22	18	-	-	-	-	-	
Physical therapists .....	100	6.96	-	-	1	11	31	19	17	5	7	6	-	-	3	-	-	-	-	-	-	-	-	-	23	-	-	-	-	-	-	
Physical therapists .....	40	14.18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	8	-	3	13	18	35	23	-	-	-	-	-	-	
Radiographers (X-ray) .....	103	11.15	-	-	-	-	-	-	-	1	6	4	11	10	8	6	10	4	12	17	4	9	1	-	1	-	-	-	-	-	-	-
Speech pathologists .....	26	14.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	23	12	-	-	-	-	12	23	4	-	-	-	-	-	4 12
Surgical technologists .....	22	9.22	-	-	-	-	-	-	9	-	14	9	32	18	9	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unit secretaries .....	488	6.83	-	3	5	13	27	15	14	5	7	11	-	( <sup>3</sup> )	-	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																																
Admitting clerks .....	164	6.71	-	1	4	11	27	30	7	9	7	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	68	8.35	-	-	1	3	16	18	12	18	12	18	19	3	7	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	131	6.62	-	2	10	22	17	18	6	13	5	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																																
Food service helpers .....	684	5.33	5	34	26	23	8	2	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners .....	392	5.61	11	19	27	16	4	1	17	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers .....	24	5.35	-	25	38	25	4	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> All workers were at \$21 and under \$22.

<sup>1</sup> The St. Louis metropolitan area consists of St. Louis City and Franklin, Jefferson, St. Charles, and St. Louis Counties, MO; and Clinton, Jersey, Madison, Monroe, and St. Clair Counties, IL.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.

**Table 50. Occupational earnings: Other full-time professional, technical, and clerical occupations—St. Louis, MO-IL<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) of weekly hours	Average (mean) and weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				200 and under 225	225	250	275	300	325	350	375	400	425	450	500	550	600	650	700	750	800	850	900	1000	1100	1200		
Professional and administrative occupations																												

See footnotes at end of table.

**Table 50. Occupational earnings: Other full-time professional, technical, and clerical occupations—St. Louis, MO-IL<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) and weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																					
				200 and under 225	225	250	275	300	325	350	375	400	425	450	500	550	600	650	700	750	800	850	900	1000	1100
Personnel clerks/assistants	Level I .....	17	40.0	-	18	12	6	18	47	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level II .....	14	39.5	-	-	-	43	14	-	7	14	21	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level III .....	11	40.0	-	-	-	-	9	55	-	9	9	18	-	-	-	-	-	-	-	-	-	-	-	-
	Secretaries																								
Level I .....	256	40.0	339.00	-	1	7	10	18	20	28	9	8	(3)	-	-	-	-	-	-	-	-	-	-	-	-
	Level II .....	244	40.0	-	-	1	7	13	20	28	24	7	1	-	-	-	-	-	-	-	-	-	-	-	-
	Level III .....	188	40.0	-	-	-	-	2	5	24	14	30	20	3	1	-	-	-	-	-	-	-	-	-	-
	Level IV .....	53	40.0	-	-	-	-	-	-	8	9	6	13	42	21	2	-	-	-	-	-	-	-	-	-
Typists																									
Level I .....	64	40.0	274.00	3	31	17	30	9	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General clerks																									
	Level II .....	82	39.5	262.00	23	18	22	18	13	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Level III .....	186	39.5	297.00	1	15	17	11	21	31	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The St. Louis metropolitan area consists of St. Louis City and Franklin, Jefferson, St. Charles, and St. Louis Counties, MO; and Clinton, Jersey, Madison, Monroe, and St. Clair Counties, IL.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.



**Table 51. Occupational earnings: Full-time health care occupations—Denver, CO<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				200 and under 225	225	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	650	700	750	800	850	900	950	1000 and over	
Registered professional nurses	Supervisors of nurses	28	40.0	\$873.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	14	21	21	7	14	3 14	
	Head nurses	216	40.0	745.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	23	31	9	20	10	-	-	-	
	Clinical specialists	55	40.0	701.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	25	4	42	11	7	2	-	-	
	Level III	55	40.0	701.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	25	4	42	11	7	2	-	-	
	Nurse anesthetists	19	40.0	899.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	5	47	5	37	
	Level III	19	40.0	899.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	5	47	5	37	
	Nurse practitioners	67	40.0	746.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	6	12	48	4	12	
	Level III	67	40.0	746.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	6	12	48	4	12	
	Nursing instructors	30	40.0	673.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	4	-	-	-	
	Staff nurses	2,992	39.5	563.00	-	-	-	-	-	-	-	-	1	2	8	11	11	14	12	9	20	10	2	-	-	-	-	-	
	Level II	2,854	39.5	559.50	-	-	-	-	-	-	-	-	1	2	8	12	12	14	12	9	20	10	1	-	-	-	-	-	
	Other health care occupations	Dietitians	28	40.0	528.00	-	-	-	-	-	-	-	-	7	7	36	4	-	-	11	29	7	-	-	-	-	-	-	-
		Licensed practical nurses	222	40.0	391.00	-	-	-	-	-	-	-	-	12	1	12	3	3	-	(*)	-	-	-	-	-	-	-	-	-
Level II		220	40.0	390.50	-	-	-	-	-	-	-	-	12	1	12	3	3	-	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians		67	40.0	430.00	-	-	-	-	-	-	-	-	7	30	9	-	6	3	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians		236	40.0	458.00	-	-	-	-	-	-	-	-	12	17	8	11	9	6	2	-	-	-	-	-	-	-	-	-	
Level I		39	40.0	370.00	-	-	-	-	-	-	-	-	15	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II		57	39.5	426.50	-	-	-	-	-	-	-	-	18	9	9	7	-	-	-	-	-	-	-	-	-	-	-	-	
Level III		140	40.0	495.50	-	-	-	-	-	-	-	-	24	11	24	11	15	15	9	4	-	-	-	-	-	-	-	-	
Diagnostic medical sonographers		28	40.0	486.50	-	-	-	-	-	-	-	-	7	43	18	14	11	7	-	-	-	-	-	-	-	-	-	-	
Level III		28	40.0	486.50	-	-	-	-	-	-	-	-	7	43	18	14	11	7	-	-	-	-	-	-	-	-	-	-	
EEG technicians		15	40.0	449.00	-	-	-	-	-	-	-	-	13	20	-	-	40	-	-	-	-	-	-	-	-	-	-	-	
Level II		11	40.0	454.00	-	-	-	-	-	-	-	-	18	27	-	-	36	-	-	-	-	-	-	-	-	-	-	-	
EKG technicians		27	40.0	368.00	-	-	-	-	-	-	-	-	22	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level I		27	40.0	368.00	-	-	-	-	-	-	-	-	22	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Respiratory therapists		148	40.0	467.50	-	-	-	-	-	-	-	-	8	17	16	15	9	7	10	7	3	2	-	-	-	-	-	-	
Level II		41	39.5	425.00	-	-	-	-	-	-	-	-	2	15	46	20	5	12	-	-	-	-	-	-	-	-	-	-	
Level III		97	40.0	494.50	-	-	-	-	-	-	-	-	4	6	14	21	8	11	15	11	5	3	-	-	-	-	-	-	
Medical records administrators		10	40.0	799.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	20	-	-	-	-	-	-	-	
Medical records technicians		70	40.0	391.50	-	-	-	-	-	-	-	-	16	9	10	6	1	-	-	-	-	-	-	-	-	-	-	-	
Medical social workers		143	40.0	569.50	-	-	-	-	-	-	-	-	1	9	10	11	13	10	12	18	10	5	-	-	-	-	-	-	
Medical technologists		265	40.0	545.00	-	-	-	-	-	-	-	-	1	3	3	16	8	11	12	20	16	4	-	-	-	-	-	-	
Nuclear medical technologists		22	40.0	528.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nursing assistants		543	40.0	333.50	(*)	3	12	10	17	15	24	10	5	-	1	2	-	9	23	5	9	-	-	-	-	-	-	-	-
Occupational therapists	100	40.0	528.00	-	-	-	-	-	-	-	-	-	14	9	14	19	14	4	7	15	4	-	-	-	-	-	-		
Pharmacists	130	40.0	730.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Pharmacy technicians	61	40.0	350.50	-	-	-	-	-	-	-	-	16	8	3	-	-	-	-	-	-	-	-	-	-	-	-	-		
Physical therapists' supervisors	17	40.0	700.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Physical therapists	169	40.0	548.00	-	-	-	-	-	-	-	-	-	2	8	18	15	12	11	4	21	8	1	-	-	-	-	-		
Radiographers' supervisors (X-ray)	17	40.0	692.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Radiographers (X-ray)	154	40.0	453.00	-	-	-	-	-	-	-	-	16	8	14	12	18	9	7	4	1	18	12	-	-	-	-	-		
Speech pathologists	55	40.0	544.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Surgical pathologists	74	40.0	395.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Surgical technologists	395.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Unit secretaries	308	40.0	349.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

See footnotes at end of table.

**Table 51. Occupational earnings: Full-time health care occupations—Denver, CO<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				200 and under	225	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	650	700	750	800	850	900	950	1000 and over	
Office clerical occupations																													
Admitting clerks .....	115	40.0	\$347.50	-	-	3	9	22	23	5	23	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	89	40.0	397.50	-	-	-	-	-	11	17	29	22	4	15	1	-	-	-	-	-	-	-	-	-	-	-	-	-	
Payroll clerks .....	28	40.0	380.00	-	-	-	-	7	21	18	25	-	18	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	78	40.0	309.50	-	10	21	5	24	26	12	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																													
Food service helpers .....	272	40.0	277.50	3	15	29	31	17	6	-	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	693	40.0	277.00	4	24	24	15	18	14	( <sup>4</sup> )	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers .....	79	40.0	281.00	14	11	11	28	23	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Denver metropolitan area consists of Adams, Arapahoe, Denver, Douglas, and Jefferson Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonpro-

duction bonuses.

<sup>3</sup> Workers were distributed as follows: 11 percent at \$1,000 and under \$1,050; and 4 percent at \$1,100 and under \$1,150.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 52. Occupational earnings: Part-time health care occupations—Denver, CO<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings;<sup>2</sup> April 1989)

			Percent of workers receiving straight-time hourly earnings (in dollars) of—																											
Occupation	Number of workers	Average (mean) of hourly earnings	4.50 and under 5.00	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	16.00	17.00	18.00	19.00	20.00 and over	
Registered professional nurses																														
Staff nurses	1,708	\$14.65	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	3	4	6	10	10	15	10	20	17	3	1	( <sup>3</sup> )	-	
Level II	1,658	14.57	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	2	3	4	6	10	10	16	10	20	17	2	( <sup>3</sup> )	-	-	
Other health care occupations																														
Dietitians	27	13.01	-	-	-	-	-	-	-	-	-	-	-	-	-	7	15	22	11	4	11	11	15	4	-	-	-	-	-	
Licensed practical nurses	112	9.90	-	-	-	-	-	-	3	7	8	23	19	13	10	13	-	4	1	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians	33	10.24	-	-	-	-	6	6	6	12	6	-	6	9	15	9	15	9	6	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians																														
Diagnostic medical sonographers	63	11.29	-	-	-	-	2	3	2	-	8	2	13	8	8	8	5	10	8	16	6	3	-	-	-	-	-	-	-	
EKG technicians	7	12.62	-	-	-	-	-	-	-	-	-	-	-	-	29	-	-	-	14	29	29	-	-	-	-	-	-	-	-	
Respiratory therapists	12	8.66	-	-	-	-	8	17	8	-	42	-	17	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	43	11.77	-	-	-	-	-	-	-	-	-	2	14	9	7	12	7	14	9	16	5	5	-	-	-	-	-	-	-	
Medical records technicians	14	9.54	-	-	-	-	-	14	-	-	14	21	14	14	-	14	7	-	-	-	-	-	-	-	-	-	-	-	-	
Medical social workers	49	14.11	-	-	-	-	-	-	-	-	-	-	-	-	2	8	2	-	16	12	16	4	8	22	-	8	-	-	-	
Medical technologists	192	13.44	-	-	-	-	-	-	-	-	-	-	-	3	2	7	5	13	13	10	8	4	19	17	1	-	-	-	-	
Nursing assistants	153	7.99	-	-	7	12	5	10	17	10	14	14	8	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists	55	13.44	-	-	-	-	-	-	-	-	-	-	-	-	4	4	13	18	4	15	9	9	-	18	7	-	-	-	-	
Pharmacists	21	18.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	5	38	19	29	
Pharmacy technicians	15	8.49	-	-	-	-	13	7	7	13	40	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists	64	14.69	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	3	20	11	6	2	31	19	3	-	-	-	
Radiographers (X-ray)	69	10.95	-	-	-	-	-	-	-	-	6	-	16	28	10	4	7	12	16	-	-	-	1	-	-	-	-	-	-	
Speech pathologists	13	15.53	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	38	-	15	-	-	
Surgical technologists	27	9.60	-	-	-	-	-	15	-	4	11	15	15	11	4	26	-	-	-	-	-	-	-	-	-	-	-	-	-	
Unit secretaries	130	8.20	-	-	-	3	5	15	29	13	13	11	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																														
Admitting clerks	54	8.15	-	-	-	4	7	19	19	22	9	4	9	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists	35	9.69	-	-	-	-	-	-	-	11	29	14	14	9	3	9	9	-	-	3	-	-	-	-	-	-	-	-	-	-
Payroll clerks	6	9.31	-	-	-	-	-	-	33	-	-	-	33	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	40	7.44	-	-	-	10	15	38	15	5	3	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																														
Food service helpers	220	5.79	29	19	18	15	8	5	2	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners	41	6.72	-	10	12	22	27	12	-	12	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Laundry workers	8	5.84	-	25	13	63	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Denver metropolitan area consists of Adams, Arapahoe, Denver, Douglas, and Jefferson Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.





**Table 54. Occupational earnings: Full-time health care occupations—Los Angeles-Long Beach, CA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				200 and under 225	225	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	
Registered professional nurses																													
Supervisors of nurses	270	40.0	\$897.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	17	19	19	10	9	6	2	1	-	-	
Head nurses	503	40.0	840.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	18	21	13	12	7	4	3	1	2	-	
Clinical specialists	159	38.0	763.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27	8	21	5	9	7	3	2	1	4	-	
Level III	148	37.5	759.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29	5	23	4	7	7	3	2	1	5	-	
Level IV	11	40.0	821.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	36	18	45	-	-	-	-	-	-	-	
Nurse practitioners	27	40.0	912.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	19	11	15	11	-	4	7	-	
Level III	18	40.0	941.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	28	17	17	17	-	6	11	-	
Nursing instructors	49	40.0	792.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	41	24	10	10	2	2	-	-	-	-	
Staff nurses	9,030	39.5	676.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	20	9	7	2	1	-	-	-	-	-	
Level I	228	37.0	578.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	20	8	4	-	-	-	-	-	-	-	
Level II	7,130	39.5	668.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	19	7	7	1	-	-	-	-	-	-	
Level II-specialists	1,619	38.5	718.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	23	16	7	4	3	1	-	-	-	-	-	
Level III	53	40.0	782.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	28	32	36	2	-	-	-	-	-	-	
Other health care occupations																													
Dietitians	132	40.0	587.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	16	3	2	-	-	-	-	-	-	-	-	-
Licensed practical nurses	1,921	39.5	424.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-
Level I	201	39.0	400.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	1,708	39.5	427.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical laboratory technicians	419	40.0	452.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	1	6	1	-	-	-	-	-	-	-	-
Medical machine operating technicians	990	40.0	508.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	14	4	1	-	-	-	-	-	-	-	-
Level I	114	40.0	390.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	-	-	-	-	-	-	-	-	-	-
Level II	287	40.0	485.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	1	-	-	-	-	-	-	-	-	-	-
Level III	530	40.0	541.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22	21	18	5	2	-	-	-	-	-	-	-
Level IV	14	37.5	642.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	21	64	-	-	-	-	-	-	-	-
Diagnostic medical sonographers	72	40.0	600.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	36	35	14	3	-	-	-	-	-	-	-	-
Level II	18	40.0	625.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	89	-	-	-	-	-	-	-	-	-	-
Level III	44	40.0	589.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	41	16	18	5	-	-	-	-	-	-	-
EEG technicians	40	40.0	465.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30	25	3	-	-	-	-	-	-	-	-	-
Level II	25	40.0	464.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	36	24	32	-	-	-	-	-	-	-	-
EKG technicians	175	40.0	393.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level I	90	40.0	372.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	18	17	2	-	3	-	-	-	-	-	-
Level II	77	40.0	408.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Respiratory therapists	664	39.5	530.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	-	-	-	-	-	-
Level I	14	39.0	455.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	5	2	-	-	-	-	-	-	-	-	-
Level II	147	40.0	513.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	-	-	-	-	-	-	-	-	-	-	-
Level III	463	40.0	536.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	41	33	10	6	2	-	-	-	-	-	-
Medical records administrators	53	40.0	793.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	10	22	23	18	4	2	-	-	-	-	-
Medical records technicians	238	40.0	414.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	8	2	26	4	15	13	9	4	2	-
Medical social workers	161	40.0	600.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	16	3	-	-	-	-	-	-	-	-	-
Medical technologists	906	40.0	688.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	31	20	24	14	4	2	3	1	-	-	-
Nuclear medical technologists	67	40.0	637.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	10	23	24	17	3	1	-	-	-	-	-
Nursing assistants	2,350	39.5	308.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	10	21	9	39	15	3	-	-	-	-	-
Level I	248	39.0	287.50	12	28	18	30	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	2,056	39.5	310.00	1	18	21	31	16	9	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Occupational therapists	189	40.0	596.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	25	19	24	3	2	1	-	-	-	-	-
Pharmacists	520	40.0	939.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	6	14	2	3	1	10	15	26	17	1	-
Pharmacy technicians	425	40.0	377.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	-	1	-	-	3	10	18	-	-	-
Physical therapists supervisors	40	40.0	929.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Physical therapists	253	40.0	755.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	10	15	6	11	14	3	2	1	17	1	-
Radiation therapy technologists	83	40.0	611.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	16	24	30	18	5	5	-	-	-	-	-
Radiographers' supervisors (X-ray)	41	40.0	688.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	27	2	20	20	27	5	-	-	-	-

See footnotes at end of table.

**Table 54. Occupational earnings: Full-time health care occupations—Los Angeles-Long Beach, CA<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				200 and under	225	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200
Radiographers (X-ray) .....	462	40.0	\$542.50	-	-	-	-	-	-	-	-	-	7	25	26	19	16	5	( <sup>3</sup> )	1	-	-	-	-	-	-	-	-
	50	40.0	634.00	-	-	-	-	-	-	-	-	4	-	-	28	26	28	14	-	-	-	-	-	-	-	-	-	
	349	40.0	413.00	-	-	-	-	5	3	17	19	29	23	4	-	-	-	-	-	-	-	-	-	-	-	-	-	
	1,100	39.5	340.50	-	3	6	11	19	20	19	8	13	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																												
Admitting clerks .....	696	40.0	357.00	-	( <sup>3</sup> )	1	6	25	17	20	11	16	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	378	40.0	444.50	-	-	3	-	1	2	6	12	28	30	13	4	1	-	-	-	-	-	-	-	-	-	-	-	
Payroll clerks .....	59	40.0	391.50	-	-	-	-	-	17	32	20	10	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	294	40.0	323.00	-	-	11	21	22	21	16	4	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																												
Food service helpers .....	871	40.0	277.00	5	20	26	23	14	8	3	( <sup>3</sup> )	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	2,146	40.0	299.00	2	10	17	25	19	13	12	3	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers .....	71	40.0	308.00	-	4	27	17	13	20	7	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Los Angeles-Long Beach metropolitan area consists of Los Angeles County.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and

lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.



**Table 55. Occupational earnings: Part-time health care occupations—Los Angeles-Long Beach, CA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings.<sup>2</sup> April 1989)

Occupation	Number of workers	Average (mean) and hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																												
			5.00 and under 5.50	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.00	15.00	16.00	17.00	18.00	19.00	20.00	21.00	22.00 and over	
Registered professional nurses																															
Staff nurses .....	3,338	\$17.21	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	1	2	2	7	15	15	26	12	8	8	1	1		
Level II .....	2,369	16.93	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	1	1	2	3	8	18	16	28	9	6	8	1	1		
Level II-Specialists .....	748	17.82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	1	1	6	9	15	20	21	12	7	2	5		
Other health care occupations																															
Dietitians .....	40	14.76	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	10	5	5	33	23	10	10	-	-	-	-	-	-	
Licensed practical nurses .....	643	11.24	-	-	-	-	-	-	1	1	7	7	5	7	27	14	20	4	5	1	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians .....	83	8.97	-	-	-	17	22	7	14	4	5	8	8	2	5	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	
Medical machine operating technicians																															
Diagnostic medical sonographers .....	231	12.71	-	-	-	-	( <sup>3</sup> )	2	-	1	( <sup>3</sup> )	3	10	3	9	9	11	8	10	10	10	10	( <sup>3</sup> )	1	-	-	2	-	-	-	
EKG technicians .....	27	10.42	-	-	-	-	4	7	-	7	4	22	19	-	-	15	7	-	-	18	18	-	-	-	-	-	45	-	-	-	
Respiratory therapists .....	181	12.92	-	-	-	-	-	-	-	-	-	-	1	7	3	10	8	13	10	13	12	11	11	1	-	-	-	-	-	-	
Medical records technicians																															
Medical social workers .....	24	10.26	-	-	-	-	-	-	46	-	-	-	-	-	13	-	33	4	4	-	-	-	-	-	3	2	12	10	-	-	
Medical technologists .....	270	17.08	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	42	-	20	-	2	8	3	2	13	( <sup>3</sup> )	1	-	
Nursing assistants																															
Occupational therapists .....	504	7.77	-	2	6	15	21	16	10	16	3	5	4	( <sup>3</sup> )	-	-	-	-	-	3	4	-	-	-	-	-	-	-	-	-	
Pharmacists .....	34	15.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	38	32	6	3	6	12	-	3	-	-	-	
Pharmacy technicians .....	152	22.68	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	8	24	4	67	
Physical therapists .....	123	9.50	-	2	-	2	9	7	35	10	15	11	11	3	1	2	-	-	-	-	-	-	-	-	-	-	3	-	-	-	
Radiographers (X-ray) .....	38	19.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	18	8	8	16	29	-	5	16
Surgical technologists .....	65	13.17	-	-	-	-	-	-	-	-	-	-	3	14	2	20	3	3	6	12	15	11	11	-	-	-	-	-	-	-	-
Unit secretaries .....	61	10.68	-	-	-	-	-	-	3	3	28	-	11	3	18	13	13	7	-	-	-	-	-	-	-	-	-	-	-	-	-
Office clerical occupations																															
Admitting clerks .....	294	9.05	-	-	-	-	5	18	12	15	13	17	7	11	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																															
Admitting clerks .....	251	8.46	-	-	-	2	8	27	18	24	8	5	2	-	5	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical transcriptionists .....	90	11.10	-	-	-	-	3	2	2	-	4	10	4	13	28	7	22	1	2	-	2	-	-	-	-	-	-	-	-	-	-
Payroll clerks .....	21	10.82	-	-	-	-	10	-	14	10	5	-	-	-	5	-	57	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators .....	104	8.09	-	-	15	9	22	5	10	10	9	6	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Food service helpers																															
Hospital cleaners .....	617	6.32	6	34	32	11	7	2	4	4	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hospital cleaners																															
	388	7.04	3	18	19	13	14	11	6	12	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Los Angeles-Long Beach metropolitan area consists of Los Angeles County.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 20 percent at \$22 and under \$23; 30 percent at \$23 and under \$24; 11 per-

cent at \$24 and under \$25; 3 percent at \$25 and under \$26; 3 percent at \$26 and under \$27; and 1 percent at \$27 and over.

<sup>5</sup> Workers were distributed as follows: 5 percent at \$24 and under \$25; and 11 percent at \$27 and under \$28.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.

**Table 56. Occupational earnings: Other full-time professional, technical, and clerical occupations—Los Angeles-Long Beach, CA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				Under 225	225 and under 250	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	
Professional and administrative occupations	Accountants																												
	Level I .....	8	40.0	\$454.00	-	-	-	-	-	-	-	75	-	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level II .....	37	40.0	574.00	-	-	-	-	-	-	-	-	16	24	27	22	-	11	-	-	-	-	-	-	-	-	-	-	
	Level III .....	31	40.0	666.00	-	-	-	-	-	-	-	-	6	-	35	13	6	19	6	6	6	-	-	-	-	-	-	-	
	Level IV .....	14	40.0	910.50	-	-	-	-	-	-	-	-	-	-	-	-	-	14	7	-	29	14	-	29	7	-	-	-	
	Personnel specialists																												
	Level I .....	16	40.0	525.50	-	-	-	-	-	-	-	-	19	75	-	-	-	6	-	-	-	-	-	-	-	-	-	-	
	Level II .....	48	40.0	693.00	-	-	-	-	-	-	-	-	-	-	8	19	23	33	13	4	-	-	-	-	-	-	-	-	
	Level III .....	26	40.0	868.50	-	-	-	-	-	-	-	-	-	-	-	-	-	8	4	23	12	23	8	4	15	-	-	4	
	Level IV .....																												
Personnel supervisors/managers																													
Level I .....	22	40.0	755.00	-	-	-	-	-	-	-	-	-	-	-	-	-	23	50	9	-	-	18	-	-	-	-	-	-	
Buyers																													
Level I .....	17	40.0	440.00	-	-	-	-	-	-	18	18	-	65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Computer programmers																													
Level I .....	15	40.0	574.00	-	-	-	-	-	-	-	-	-	7	33	33	13	13	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	19	40.0	621.50	-	-	-	-	-	-	-	-	-	-	21	16	21	32	11	-	-	-	-	-	-	-	-	-	-	
Level III .....																													
Computer systems analysts																													
Level I .....	12	40.0	645.00	-	-	-	-	-	-	-	-	-	-	17	8	25	33	8	8	-	-	-	-	-	-	-	-	-	
Level II .....	34	40.0	754.50	-	-	-	-	-	-	-	-	-	-	-	3	21	3	29	9	15	12	9	-	-	-	-	-	-	
Level III .....	20	40.0	882.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	30	20	25	-	10	5	-	-	-	
Technical support occupations																													
	Computer operators																												
	Level II .....	29	40.0	395.50	-	-	-	-	-	31	14	55	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level III .....	46	40.0	467.00	-	-	-	-	-	2	11	26	33	22	7	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level IV .....	21	40.0	513.00	-	-	-	-	-	-	-	5	62	10	10	14	-	-	-	-	-	-	-	-	-	-	-	-	
	Clerical support occupations																												
	Accounting clerks																												
	Level II .....	117	40.0	358.00	-	-	-	6	27	20	14	9	21	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	File clerks																												
Level I .....	63	40.0	261.00	5	56	21	3	6	3	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	64	40.0	270.00	-	22	56	3	14	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Key entry operators																													
Level I .....	29	40.0	332.50	-	-	-	-	7	52	10	21	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	150	40.0	387.50	-	-	-	-	-	6	14	29	14	35	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Messengers .....	11	40.0	260.50	-	55	18	9	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Personnel clerks/assistants																													
Level I .....	11	40.0	374.50	-	-	-	-	-	-	45	18	27	-	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	18	40.0	449.00	-	-	-	-	-	-	11	-	50	22	11	6	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 56. Occupational earnings: Other full-time professional, technical, and clerical occupations—Los Angeles-Long Beach, CA<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> April 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				Under 225	225 and under	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200
				225	250	275	300	325	350	375	400	450	500	550	600	650	700	750	800	850	900	950	1000	1050	1100	1150	1200	1250
Purchasing clerks/assistants																												
Level II .....	16	40.0	\$421.00	-	-	-	-	25	-	13	38	25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries																												
Level II .....	98	40.0	437.50	-	-	-	-	-	-	7	8	34	49	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	63	40.0	533.00	-	-	-	-	-	-	-	-	8	19	29	30	14	-	-	-	-	-	-	-	-	-	-	-	
Level V .....	10	40.0	674.50	-	-	-	-	-	-	-	-	-	-	-	-	30	40	20	10	-	-	-	-	-	-	-	-	
General clerks																												
Level II .....	90	40.0	327.50	-	2	9	12	31	19	11	7	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	87	40.0	334.00	-	15	10	20	5	14	6	9	17	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level IV .....	75	40.0	384.50	-	-	-	9	11	1	16	29	20	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Los Angeles-Long Beach metropolitan area consists of Los Angeles County.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and

lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.



**Table 57. Occupational earnings: Full-time health care occupations—San Francisco, CA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																										
				Under 300	300 and under 325	325-350	350-375	375-400	400-425	425-450	450-475	475-500	500-525	525-550	550-575	575-600	600-625	625-650	650-675	675-700	700-725	725-750	750-800	800-850	850-900	900-950	950-1000	1000 and over		
Registered professional nurses																														
	Supervisors of nurses	54	40.0	\$892.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	7	2	-	33	19	30	2		
	Head nurses	132	40.0	822.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	9	20	42	20	4	3	1		
	Clinical specialists	20	40.0	842.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	10	20	30	20	5	-		
	Level III	20	40.0	842.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15	10	20	30	20	5	-		
	Staff nurses	1,659	40.0	725.50	-	-	-	-	-	-	-	-	-	-	(3)	1	(3)	5	5	9	9	20	13	30	7	(3)	-	-		
	Level II	1,565	40.0	729.00	-	-	-	-	-	-	-	-	-	-	(3)	-	(3)	5	6	7	9	22	13	31	7	(3)	-	-		
	Other health care occupations																													
	Dietitians	32	40.0	604.00	-	-	-	-	-	-	-	-	-	-	28	6	9	19	6	13	19	-	-	-	-	-	-	-	-	
	Licensed practical nurses	236	40.0	480.50	-	-	-	-	-	6	10	14	49	17	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Level II	236	40.0	480.50	-	-	-	-	-	6	10	14	49	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians:																														
Medical machine operating technicians	225	40.0	566.50	-	-	3	1	(3)	4	7	5	2	8	5	12	6	16	4	23	4	-	(3)	-	-	-	-	-	-	-	
Level II	30	40.0	475.50	-	-	-	-	3	20	23	7	7	10	20	7	3	-	-	-	-	-	-	1	-	-	-	-	-	-	
Level III	143	40.0	612.00	-	-	-	-	-	-	-	3	-	8	3	12	6	21	5	36	6	-	-	-	-	-	-	-	-	-	
Diagnostic medical sonographers	16	40.0	596.50	-	-	-	-	-	-	-	-	6	13	-	13	13	31	6	6	13	-	-	-	-	-	-	-	-	-	
Level III	15	40.0	603.50	-	-	-	-	-	-	-	-	-	13	-	13	13	33	7	7	13	-	-	-	-	-	-	-	-	-	
EEG technicians	7	40.0	473.50	-	-	-	-	-	14	43	14	-	-	-	29	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
EKG technicians:																														
Level II	10	40.0	444.50	-	-	-	-	-	10	20	50	-	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Respiratory therapists	143	40.0	602.00	-	-	-	-	-	-	-	3	-	7	8	14	6	20	3	34	2	-	1	-	-	-	-	-	-	-	
Level III	113	40.0	610.50	-	-	-	-	-	-	-	-	4	8	4	12	3	21	2	43	3	-	1	-	-	-	-	-	-	-	
Medical records administrators	10	40.0	706.50	-	-	-	-	-	-	-	-	-	-	-	10	-	30	2	30	10	20	-	-	30	-	-	-	-	-	
Medical records technicians	54	40.0	464.00	-	-	-	7	9	7	11	7	31	17	-	4	2	2	-	-	-	-	-	-	-	-	-	-	-	-	
Medical social workers	74	40.0	650.00	-	-	-	-	-	-	-	-	-	-	-	5	1	15	12	27	8	5	15	1	4	5	-	-	-	-	
Medical technologists	93	40.0	726.50	-	-	-	-	-	-	-	-	-	-	-	-	-	9	6	11	16	18	38	2	-	-	-	-	-	-	
Nuclear medical technologists	12	40.0	636.00	-	-	-	-	-	-	-	-	-	-	-	-	-	17	67	8	8	-	-	-	-	-	-	-	-	-	
Nursing assistants	243	40.0	397.00	-	13	8	10	9	50	(3)	2	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level II	189	40.0	399.00	-	16	10	6	1	54	1	1	10	-	-	-	-	-	23	15	25	25	8	6	-	-	5	1	-		
Occupational therapists	48	40.0	663.50	-	-	-	-	-	-	-	-	-	-	-	-	-	2	21	15	-	-	-	-	8	30	5	1	-		
Pharmacists	230	40.0	855.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Pharmacy technicians	71	40.0	471.50	-	-	-	-	6	6	13	27	17	25	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists' supervisors	7	40.0	834.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists	104	40.0	671.00	-	-	-	-	-	-	-	-	-	-	-	1	1	20	5	10	13	17	15	12	2	-	4	-	-	-	
Radiation therapy technologists	10	40.0	634.00	-	-	-	-	-	-	-	-	-	-	-	-	20	20	20	30	30	10	-	-	29	57	-	-	-	-	
Radiographers' supervisors (X-ray)	6	40.0	793.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	83	-	-	-	-	
Radiographers (X-ray)	87	40.0	586.00	-	-	-	-	-	-	-	-	-	6	14	7	14	7	28	11	11	2	-	-	-	-	-	-	-	-	
Speech pathologists	24	40.0	664.50	-	-	-	-	-	-	-	-	-	-	-	-	4	4	4	21	38	17	4	-	13	-	-	-	-	-	
Surgical technologists	58	40.0	460.00	-	-	-	-	-	7	7	86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Unit secretaries	133	40.0	431.00	-	-	-	-	9	9	44	6	14	10	2	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 57. Occupational earnings: Full-time health care occupations—San Francisco, CA<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																									
				Under 300	300 and under 325	325 350	350 375	375 400	400 425	425 450	450 475	475 500	500 525	525 550	550 575	575 600	600 625	625 650	650 675	675 700	700 725	725 750	750 800	800 850	850 900	900 950	950 1000	1000 and over	
<b>Office clerical occupations</b>																													
Admitting clerks .....	81	40.0	\$426.00	-	-	-	10	14	15	46	4	2	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	66	40.0	496.50	-	-	-	-	-	2	8	8	29	41	12	2	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	130	39.5	414.00	-	-	-	2	44	29	11	4	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Service occupations</b>																													
Food service helpers .....	119	40.0	389.00	2	4	7	3	31	54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	778	40.0	400.50	1	1	3	3	7	76	8	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Laundry workers .....	34	40.0	390.00	3	6	9	-	38	38	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The San Francisco metropolitan area consists of Marin, San Francisco, and San Mateo Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and

lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.

**Table 58. Occupational earnings: Part-time health care occupations—San Francisco, CA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings,<sup>2</sup> March 1989)

Occupation	Number of workers	Average (mean) of hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																													
			Under 8.00	8.00 and under 8.50	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00	16.50	17.00	17.50	18.00	18.50	19.00	19.50	20.00	20.50	21.00 and over		
Registered professional nurses																																
Staff nurses .....	3,875	\$18.41	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	1	3	5	3	6	8	10	1	17	29	10	6	2		
Level I .....	73	16.26	-	-	-	-	-	-	-	-	-	-	-	-	-	12	-	-	4	44	40	-	-	-	-	-	-	-	-	-	-	
Level II .....	3,775	18.44	-	-	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	-	1	3	5	2	5	8	10	1	17	30	9	6	2		
Level II-Specialists .....	12	19.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	15	21.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7	-	-	83	-	4	60	
Other health care occupations																																
Dietitians .....	20	15.80	-	-	-	-	-	-	-	-	-	-	-	-	-	15	-	25	10	-	15	-	-	-	-	-	10	-	-	-	-	
Licensed practical nurses .....	299	11.89	-	-	-	-	-	-	-	8	22	13	36	21	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians																																
EKG technicians .....	205	14.30	-	-	-	-	1	-	4	1	3	3	7	13	11	7	6	16	9	17	( <sup>3</sup> )	1	-	-	-	-	( <sup>3</sup> )	-	-	-	-	-
Respiratory therapists .....	16	11.35	-	-	-	-	19	-	6	19	38	13	-	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical records technicians .....	175	14.70	-	-	-	-	-	-	-	-	-	2	7	14	12	9	7	18	10	19	1	-	-	-	-	1	-	-	-	-	-	
Medical technologists .....	7	11.87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nuclear medical technologists .....	43	16.16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Nursing assistants .....	11	16.15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	9	45	-	18	-	-	9	-	-	-	-	-	-	
Pharmacy technicians .....	202	9.63	3	( <sup>3</sup> )	26	21	4	3	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Physical therapists .....	39	11.16	-	-	-	-	15	3	41	8	10	5	18	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Radiographers (X-ray) .....	54	18.59	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	7	7	-	17	33	4	7	9	4	-	-	9	-	
Surgical technologists .....	25	13.88	-	-	-	-	-	-	-	-	-	20	12	8	4	-	12	8	12	20	4	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations	39	11.16	-	-	-	-	-	31	-	13	56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....																																
Switchboard operators .....	40	12.39	-	-	-	-	-	-	8	3	10	30	35	3	8	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations	83	10.23	-	-	-	-	39	2	31	4	6	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Food service helpers .....																																
	125	9.21	8	17	10	13	10	43	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The San Francisco metropolitan area consists of Marin, San Francisco, and San Mateo Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 27 percent at \$21.50 and under \$22; 27 percent at \$22 and under \$22.50; and 7 percent at \$23 and under \$23.50.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.



**Table 59. Occupational earnings: Other full-time professional, technical, and clerical occupations—San Francisco, CA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings;<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																								
				250 and under	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	775	800	850	900 and over
				275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	775	800	850	900 and over	
Professional and administrative occupations	Average																											
	Accountants																											
	Level II	20	40.0	\$605.00	-	-	-	-	-	-	-	-	-	5	30	20	-	25	20	-	-	-	-	-	-	-	-	-
	Level III	15	40.0	678.50	-	-	-	-	-	-	-	-	-	-	-	7	7	7	33	13	7	27	-	-	-	-	-	
	Personnel specialists																											
	Level III	16	40.0	695.00	-	-	-	-	-	-	-	-	-	-	-	19	-	-	25	19	6	13	-	6	13	-	-	
	Level IV	8	40.0	762.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50	-	50	-	-	-	
	Computer systems analysts																											
	Level I	14	40.0	719.00	-	-	-	-	-	-	-	-	-	-	-	-	21	7	-	7	-	36	7	14	7	-	-	
	Level II	9	40.0	839.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11	11	67	-	11	
Technical support occupations	Average																											
	Computer operators																											
	Level II	20	40.0	454.00	-	-	-	-	10	20	15	30	5	20	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Clerical support occupations																											
	Accounting clerks																											
	Level III	23	40.0	435.00	-	-	-	17	-	13	13	17	13	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-
	File clerks																											
	Level II	24	40.0	358.50	17	-	8	13	21	13	21	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Key entry operators																											
	Level II	13	40.0	441.50	-	-	-	-	8	8	8	15	62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Personnel clerks/assistants	Average																											
	Level III	17	40.0	473.00	-	-	-	-	-	-	6	18	47	6	-	24	-	-	-	-	-	-	-	-	-	-	-	-
	Secretaries																											
	Level II	69	40.0	456.00	-	-	-	1	3	6	14	23	19	4	28	1	-	-	-	-	-	-	-	-	-	-	-	
	Level III	58	40.0	498.00	-	-	-	-	-	2	7	28	17	17	22	5	2	-	-	-	-	-	-	-	-	-	-	
	Level IV	21	40.0	549.00	-	-	-	-	-	-	-	-	5	24	29	19	19	-	-	-	5	-	-	-	-	-	-	
	General clerks																											
	Level II	27	40.0	381.00	-	-	-	11	44	15	22	7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Level III	72	40.0	377.50	-	-	-	29	24	19	21	6	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The San Francisco metropolitan area consists of Marin, San Francisco, and San Mateo Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.



**Table 60. Occupational earnings: Full-time health care occupations—Seattle, WA<sup>1</sup>—Continued**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings,<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
				200 and under	225	250	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	775
Office clerical occupations																											
	Admitting clerks .....	97	40.0	\$325.50	-	-	2	16	35	28	16	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Medical transcriptionists .....	207	40.0	377.00	-	-	1	1	3	15	26	29	18	4	1	-	-	-	-	-	-	-	-	-	-	-	-
	Payroll clerks .....	19	40.0	397.00	-	-	-	-	-	-	42	11	-	26	11	11	-	-	-	-	-	-	-	-	-	-	-
	Switchboard operators .....	42	40.0	334.00	-	-	-	17	10	55	19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service occupations																											
	Food service helpers .....	164	40.0	275.00	12	10	21	29	26	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Hospital cleaners .....	631	40.0	303.00	1	6	19	16	29	16	13	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

<sup>1</sup> The Seattle metropolitan area consists of King and Snohomish Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonpro-

duction bonuses.

<sup>3</sup> Workers were distributed as follows: 6 percent at \$800 and under \$825; 3 percent at \$825 and under \$850; 3 percent at \$850 and under \$875; and 2 percent at \$875 and under \$900.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include subcategories not shown separately.



**Table 61. Occupational earnings: Part-time health care occupations—Seattle, WA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time hourly earnings.<sup>2</sup> March 1989)

Occupation	Number of workers	Average (mean) hourly earnings	Percent of workers receiving straight-time hourly earnings (in dollars) of—																												
			4.50 and under 5.00	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00	9.50	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50	14.00	14.50	15.00	15.50	16.00	16.50	17.00	17.50 and over		
Registered professional nurses																															
Staff nurses .....	2,950	\$14.14	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	4	8	8	8	11	10	8	10	7	9	10	6	( <sup>3</sup> )	1		
Level II .....	2,919	14.13	-	-	-	-	-	-	-	-	-	-	-	( <sup>3</sup> )	( <sup>3</sup> )	4	8	8	8	11	10	8	10	7	8	10	6	( <sup>3</sup> )	1		
Other health care occupations																															
Dietitians .....	65	12.94	-	-	-	-	-	-	-	-	-	-	-	-	5	8	5	26	5	15	26	3	5	3	-	-	-	-	-	-	
Licensed practical nurses .....	146	9.38	-	-	-	-	1	-	-	-	23	38	22	10	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical laboratory technicians .....	11	11.47	-	-	-	-	-	-	-	-	-	-	9	18	-	18	18	9	27	-	-	-	-	-	-	-	-	-	-	-	
Medical machine operating technicians																															
Diagnostic medical sonographers .....	149	11.84	-	-	-	-	1	3	5	2	3	4	2	11	9	7	12	7	9	9	7	5	1	-	-	-	-	-	-	-	
EKG technicians .....	7	13.49	-	-	-	-	-	-	-	-	-	-	-	-	-	-	29	-	-	-	71	-	-	-	-	-	-	-	-	-	
Respiratory therapists .....	15	8.81	-	-	-	-	7	27	7	7	27	13	-	13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical records technicians .....	105	12.59	-	-	-	-	-	-	-	-	-	-	-	1	13	11	9	17	10	10	13	6	8	2	-	-	-	-	-	-	
Medical social workers .....	36	12.25	-	-	-	-	-	6	6	6	6	17	17	6	6	-	-	5	11	14	16	14	11	14	3	-	-	-	33	-	
Medical technologists .....	37	13.56	-	-	-	-	-	-	-	-	-	-	-	-	3	5	6	7	8	15	12	22	12	6	3	1	-	-	-	-	
Nursing assistants .....	154	13.52	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Occupational therapists .....	78	7.99	-	-	-	-	3	27	28	29	3	3	-	4	-	-	-	4	-	-	-	-	-	-	-	-	-	-	-	-	
Pharmacists .....	40	13.61	-	-	-	-	-	-	-	-	-	-	-	-	-	5	15	13	3	13	-	25	8	13	8	-	-	-	-	-	
Physical therapists .....	73	18.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8	5	15	8	4	
Speech pathologists .....	64	9.09	-	-	-	-	9	16	6	6	25	41	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Radiographers (X-ray) .....	75	14.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	3	11	4	37	17	11	9	5	-	-	-	-	
Speech pathologists .....	62	11.49	-	-	-	-	-	-	-	-	-	-	3	10	15	29	15	18	6	5	-	-	-	-	-	-	-	-	-	-	
Surgical technologists .....	34	13.76	-	-	-	-	-	-	4	17	8	8	25	4	17	8	-	-	12	12	15	-	24	21	-	-	-	-	-	-	
Unit secretaries .....	24	9.40	-	-	-	-	8	4	12	27	18	30	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Office clerical occupations																															
Admitting clerks .....	231	8.52	-	-	-	-	4	6	12	27	18	30	3	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Medical transcriptionists .....	40	13.61	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Switchboard operators .....	73	18.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Service occupations																															
Food service helpers .....	99	7.93	-	-	-	-	11	24	22	18	12	11	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	119	9.38	-	-	-	-	-	-	-	11	29	18	24	7	5	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Food service helpers .....	66	8.00	-	-	-	-	3	20	33	20	15	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Food service helpers .....	271	6.41	4	7	21	24	25	10	8	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Hospital cleaners .....	178	7.29	-	-	7	20	26	13	11	6	4	12	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Seattle metropolitan area consists of King and Snohomish Counties.

<sup>2</sup> Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Workers were distributed as follows: 10 percent at \$17.50 and under \$18; 16 percent at \$18 and under \$18.50; 10 percent at \$18.50 and under \$19; 4 percent at \$19 and under \$19.50; 14 percent at \$19.50 and under \$20; 7 percent at \$20.50 and under \$21; and 3 percent at \$21 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported. Overall occupation may include data for subclassifications not shown separately.

**Table 62. Occupational earnings: Other full-time professional, technical, and clerical occupations—Seattle, WA<sup>1</sup>**

(Percent distribution of employees in selected occupations in private hospitals by straight-time weekly earnings.<sup>2</sup> March 1989)

Occupation and level	Number of workers	Average (standard) weekly hours	Average (mean) weekly earnings	Percent of workers receiving straight-time weekly earnings (in dollars) of—																							
				250 and under 275	275	300	325	350	375	400	425	450	475	500	525	550	575	600	625	650	675	700	725	750	775	800	
Professional and administrative occupations																											
Accountants																											
Level I .....	22	40.0	\$445.00	-	-	-	-	5	-	32	9	27	27	-	18	-	-	-	-	-	-	-	-	-	-	-	
Level II .....	49	40.0	517.00	-	-	-	-	-	-	-	-	20	16	27	4	12	2	-	-	-	-	-	-	-	-	-	
Level III .....	31	40.0	657.00	-	-	-	-	-	-	-	-	-	-	-	-	13	10	26	19	6	19	-	6	-	-	-	
Personnel specialists																											
Level II .....	27	40.0	514.00	-	-	-	-	-	-	-	4	7	22	41	7	7	11	-	-	-	-	-	-	-	-	-	
Level III .....	22	40.0	670.50	-	-	-	-	-	-	-	-	-	-	-	-	5	27	18	9	9	9	5	9	-	9		
Level IV .....	27	40.0	503.00	-	-	-	-	-	-	-	19	4	33	19	19	-	7	-	-	-	-	-	-	-	-	-	
Technical support occupations																											
Computer operators																											
Level II .....	32	40.0	379.00	-	-	13	9	16	34	22	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Clerical support occupations																											
Accounting clerks																											
Level II .....	23	40.0	329.00	-	9	39	43	9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	58	40.0	351.50	-	-	10	43	31	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Key entry operators																											
Level I .....	17	40.0	303.00	18	12	71	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Purchasing clerks/assistants																											
Level III .....	18	40.0	416.00	-	-	-	-	-	-	22	44	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Secretaries																											
Level II .....	168	40.0	386.50	-	-	2	13	26	24	23	12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Level III .....	74	40.0	431.50	-	-	-	9	19	15	18	26	12	1	-	-	74	40	31	50	15	18	32	32	28	-	-	
Level IV .....	25	40.0	509.50	-	-	-	-	-	-	-	-	8	32	32	28	-	-	-	-	-	-	-	-	-	-	-	
General clerks																											
Level III .....	89	40.0	322.00	6	9	52	18	13	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

<sup>1</sup> The Seattle metropolitan area consists of King and Snohomish Counties.

<sup>2</sup> Average weekly hours reflect the standard workweek for which employees receive their regular straight-time salaries and the earnings correspond to these weekly hours. Average weekly hours are rounded to the nearest half hour and average weekly earnings to the nearest half dollar. Earnings information excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses), where found, were included as part of the workers' regular pay. Excluded

were performance bonuses and lump sums, such as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

**Table 63. Scheduled weekly hours: Registered nurses**

(Percent of workers in private hospitals by scheduled weekly hours,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Scheduled weekly hours	Northeast					South				
	United States (March)	Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
34.5 hours .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
35 hours .....	1	-	12	-	-	-	-	-	-	-
36 hours .....	3	-	-	-	-	-	-	-	4	-
36.25 hours .....	1	-	-	-	-	-	-	-	-	-
37.5 hours .....	9	4	85	4	1	10	-	-	-	-
38 hours .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
40 hours .....	86	96	3	96	99	90	100	100	96	100
42 hours .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-

  

Scheduled weekly hours	Midwest					West				
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)	
All workers .....	100	100	100	100	100	100	100	100	100	
34.5 hours .....	-	-	-	-	-	-	3	-	-	
35 hours .....	-	-	-	-	-	-	-	-	-	
36 hours .....	-	-	-	-	-	-	11	4	-	
36.25 hours .....	-	-	-	-	-	-	-	-	-	
37.5 hours .....	1	-	-	-	7	-	-	-	-	
38 hours .....	-	-	-	-	-	-	-	4	-	
40 hours .....	99	100	100	100	93	100	86	92	100	
42 hours .....	-	-	-	-	-	-	-	-	-	

<sup>1</sup> Data relate to the predominant schedule for full-time workers in each establishment.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.



**Table 64. Scheduled weekly hours: Technical, clerical, and service workers**

(Percent of workers in private hospitals by scheduled weekly hours,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Scheduled weekly hours	South									
	United States (March)	Northeast								
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
35 hours .....	1	-	16	-	-	-	-	-	-	-
36.25 hours .....	1	-	-	-	-	-	-	-	-	-
36.3 hours .....	1	-	7	-	-	-	-	-	-	-
37.5 hours .....	11	7	74	22	5	8	-	-	-	-
38.75 hours .....	( <sup>1</sup> )	5	-	-	-	-	-	-	-	-
40 hours .....	86	89	3	78	95	92	100	100	100	100
	Midwest									
	West									
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)	
	100	100	100	100	100	100	100	100	100	
	-	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	-	
	2	-	3	-	12	-	-	-	-	
	-	-	-	-	-	-	-	-	-	
	98	100	97	100	88	100	100	100	100	
	All workers .....									
	35 hours .....	-	-	-	-	-	-	-	-	
	36.25 hours .....	-	-	-	-	-	-	-	-	
	36.3 hours .....	-	-	-	-	-	-	-	-	
	37.5 hours .....	-	-	-	-	-	-	-	-	
	38.75 hours .....	-	-	-	-	-	-	-	-	
	40 hours .....	-	-	-	-	-	-	-	-	

<sup>1</sup> Data relate to the predominant schedule for full-time workers in each establishment.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

**Table 65. Shift differential provisions: Registered nurses**

(Percent of workers in private hospitals by shift differential provisions,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Shift differential	Northeast			South						
	United States (March)	Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
<b>Second shift</b>										
Workers in establishments with second-shift provisions .....	97.1	100.0	97.8	100.0	100.0	100.0	99.8	100.0	100.0	100.0
With shift differential .....	96.0	100.0	97.8	100.0	100.0	100.0	99.8	100.0	100.0	97.5
Uniform cents per hour .....	71.9	90.2	79.3	62.2	72.4	81.0	99.8	100.0	79.4	26.3
Under 25 cents .....	.8	-	-	-	-	-	-	-	-	-
25 and under 50 cents .....	4.4	-	-	-	-	-	-	-	-	2.0
50 and under 75 cents .....	9.2	-	-	1.7	.9	-	-	-	-	-
75 cents .....	5.5	-	-	-	-	-	-	-	-	-
Over 75 cents and under \$1.00 ..	5.9	-	2.0	5.2	-	-	-	-	-	-
\$1.00 .....	10.3	22.2	-	9.1	-	23.7	-	-	-	1.9
Over \$1.00 and under \$1.25 .....	2.6	16.6	4.1	11.6	-	-	-	-	-	2.8
\$1.25 and under \$1.50 .....	6.7	34.5	5.0	14.0	-	11.4	6.0	-	5.4	3.4
\$1.50 .....	7.5	16.3	2.7	11.7	1.0	36.2	9.5	-	6.3	12.0
Over \$1.50 and under \$1.75 .....	3.0	-	14.6	-	-	-	12.9	-	20.6	-
\$1.75 and under \$2.00 .....	6.7	-	13.4	4.1	7.3	-	45.9	-	27.4	-
\$2.00 and under \$2.25 .....	3.8	.6	12.1	4.8	47.0	9.7	25.6	12.7	19.8	4.1
\$2.25 and under \$2.50 .....	3.7	-	25.5	-	7.4	-	-	-	-	-
\$2.50 and over .....	1.8	-	-	-	8.9	-	-	<sup>3</sup> 87.3	-	-
Uniform percentage .....	21.7	-	11.2	35.0	-	19.0	-	-	20.6	65.2
5 percent .....	1.1	-	-	-	-	-	-	-	-	-
6 percent .....	1.6	-	-	-	-	-	-	-	-	-
7 percent .....	1.4	-	-	-	-	-	-	-	-	-
8 percent .....	3.0	-	-	-	-	-	-	-	-	-
9 percent .....	.6	-	-	-	-	-	-	-	-	-
10 percent .....	7.9	-	11.2	22.7	-	3.8	-	-	6.4	39.5
11 percent .....	.2	-	-	-	-	-	-	-	-	-
12 percent .....	1.9	-	-	-	-	4.7	-	-	-	5.2
14 percent .....	.5	-	-	-	-	-	-	-	-	-
15 percent .....	3.3	-	-	12.3	-	-	-	-	14.2	20.5
20 percent .....	.3	-	-	-	-	10.5	-	-	-	-
Other formal paid differential .....	2.4	9.8	7.3	2.7	<sup>4</sup> 27.6	-	-	-	-	6.0

See footnotes at end of table.

**Table 65. Shift differential provisions: Registered nurses—Continued**

(Percent of workers in private hospitals by shift differential provisions,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Shift differential	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
<b>Third shift</b>										
Workers in establishments with third-shift provisions .....	97.1	100.0	97.8	100.0	100.0	100.0	99.8	100.0	100.0	100.0
With shift differential .....	95.7	100.0	95.9	100.0	100.0	100.0	99.8	100.0	100.0	100.0
Uniform cents per hour .....	71.3	90.2	77.3	62.2	72.4	81.0	99.8	100.0	79.4	28.8
Under 25 cents .....	.2	-	-	-	-	-	-	-	-	-
25 and under 50 cents .....	3.1	-	-	-	-	-	-	-	-	2.0
50 and under 75 cents .....	5.4	-	-	-	-	-	-	-	-	-
75 cents and under \$1.00 .....	5.6	-	-	5.2	-	-	-	-	-	-
\$1.00 .....	7.8	3.6	-	5.6	-	14.8	-	-	-	-
Over \$1.00 and under \$1.25 .....	2.6	9.6	4.1	-	.9	-	-	-	-	-
\$1.25 and under \$1.50 .....	3.5	3.3	2.0	-	-	-	-	-	-	-
\$1.50 .....	6.9	4.3	-	17.0	-	-	-	-	5.4	-
Over \$1.50 and under \$1.75 .....	.8	-	6.8	1.5	-	5.0	-	-	-	10.5
\$1.75 and under \$2.00 .....	6.7	4.2	11.3	10.8	-	8.9	-	-	7.8	3.4
\$2.00 .....	8.2	12.3	-	11.3	6.0	52.3	5.4	-	6.9	2.8
Over \$2.00 and under \$2.25 .....	3.5	3.9	21.5	-	-	-	33.6	-	15.0	5.7
\$2.25 and under \$2.50 .....	7.2	34.0	27.5	-	7.3	-	47.5	3.4	19.3	2.5
\$2.50 and under \$2.75 .....	3.1	9.7	.9	6.2	14.1	-	6.5	-	18.4	-
\$2.75 and under \$3.00 .....	.8	-	-	4.8	7.4	-	-	-	-	-
\$3.00 and under \$3.25 .....	3.8	5.4	3.3	-	36.8	-	-	82.5	-	1.8
\$3.25 and under \$3.50 .....	.6	-	-	-	-	-	-	14.1	-	-
\$3.50 and over .....	1.5	-	-	-	-	-	6.7	-	-	-
Uniform percentage .....	21.5	-	11.2	35.0	-	19.0	-	-	20.6	65.2
6 percent .....	.6	-	-	-	-	-	-	-	-	-
7 percent .....	.5	-	-	-	-	-	-	-	-	-
8 percent .....	.7	-	-	-	-	-	-	-	-	-
10 percent .....	4.1	-	11.2	8.2	-	3.8	-	-	-	2.1
10.5 percent .....	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-
11 percent .....	.6	-	-	-	-	-	-	-	-	-
12 percent .....	3.7	-	-	-	-	-	-	-	-	-
13 percent .....	1.8	-	-	3.7	-	-	-	-	-	-
14.6 percent .....	.1	-	-	-	-	-	-	-	-	-
15 percent .....	5.6	-	-	7.9	-	-	-	-	-	34.9
16 percent .....	.3	-	-	-	-	-	-	-	-	-
18 percent .....	.2	-	-	-	-	-	-	-	14.2	-
20 percent .....	2.7	-	-	15.3	-	15.2	-	-	6.4	28.3
25 percent .....	.5	-	-	-	-	-	-	-	-	-
40 percent .....	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-
Other formal paid differential .....	2.8	9.8	7.3	2.7	<sup>4</sup> 27.6	-	-	-	-	6.0

See footnotes at end of table.



**Table 65. Shift differential provisions: Registered nurses—Continued**

(Percent of workers in private hospitals by shift differential provisions,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Shift differential	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
<b>Second shift</b>									
Workers in establishments with second-shift provisions .....	100.0	100.0	100.0	100.0	100.0	100.0	93.0	100.0	100.0
With shift differential .....	100.0	100.0	100.0	100.0	100.0	100.0	93.0	100.0	100.0
Uniform cents per hour .....	94.8	96.3	60.2	100.0	76.4	100.0	57.2	1.4	95.9
Under 25 cents .....	-	-	-	-	-	-	-	-	-
25 and under 50 cents .....	.1	2.5	-	1.7	-	-	-	-	-
50 and under 75 cents .....	3.0	56.1	3.0	47.3	-	22.1	-	-	-
75 cents .....	-	32.7	37.4	-	5.5	11.4	-	-	-
Over 75 cents and under \$1.00 ..	-	3.5	19.8	51.0	-	14.0	-	-	95.9
\$1.00 .....	24.9	1.6	-	-	8.8	47.5	9.4	1.0	-
Over \$1.00 and under \$1.25 .....	-	-	-	-	-	-	2.6	-	-
\$1.25 and under \$1.50 .....	13.8	-	-	-	23.0	1.1	30.1	-	-
\$1.50 .....	26.3	-	-	-	17.1	-	6.5	-	-
Over \$1.50 and under \$1.75 .....	8.3	-	-	-	-	-	1.5	-	-
\$1.75 and under \$2.00 .....	16.9	-	-	-	9.2	-	-	-	-
\$2.00 and under \$2.25 .....	1.5	-	-	-	12.8	-	-	.4	-
\$2.25 and under \$2.50 .....	-	-	-	-	-	-	7.1	-	-
\$2.50 and over .....	-	-	-	-	-	3.9	-	-	-
Uniform percentage .....	5.2	3.7	39.8	-	23.6	-	35.8	59.1	-
5 percent .....	-	3.7	-	-	-	-	4.0	-	-
6 percent .....	-	-	12.3	-	-	-	-	-	-
7 percent .....	1.1	-	-	-	-	-	-	-	-
8 percent .....	-	-	16.8	-	-	-	7.9	-	-
9 percent .....	-	-	-	-	-	-	-	-	-
10 percent .....	3.3	-	10.6	-	8.0	-	23.9	59.1	-
11 percent .....	-	-	-	-	9.9	-	-	-	-
12 percent .....	.7	-	-	-	-	-	-	-	-
14 percent .....	-	-	-	-	-	-	-	-	-
15 percent .....	-	-	-	-	-	-	-	-	-
20 percent .....	-	-	-	-	5.7	-	-	-	-
Other formal paid differential .....	-	-	-	-	-	-	-	° 39.6	4.1

See footnotes at end of table.

**Table 65. Shift differential provisions: Registered nurses—Continued**

(Percent of workers in private hospitals by shift differential provisions,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Shift differential	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
<b>Third shift</b>									
Workers in establishments with third-shift provisions	100.0	100.0	100.0	100.0	100.0	100.0	90.0	100.0	100.0
With shift differential	100.0	100.0	100.0	100.0	100.0	100.0	90.0	100.0	100.0
Uniform cents per hour	94.8	96.3	60.2	100.0	76.4	91.3	54.2	1.4	95.9
Under 25 cents	-	-	-	-	-	-	-	-	-
25 and under 50 cents	.1	-	-	-	-	-	-	-	-
50 and under 75 cents	-	41.8	-	49.0	-	1.6	-	-	-
75 cents and under \$1.00	-	25.0	35.4	-	-	-	-	-	-
\$1.00	11.6	29.5	13.9	-	14.2	23.8	-	-	-
Over \$1.00 and under \$1.25	3.0	-	-	51.0	-	-	-	-	4.0
\$1.25 and under \$1.50	2.7	-	10.9	-	8.9	3.9	-	-	91.9
\$1.50	6.9	-	-	-	7.6	23.0	-	-	-
Over \$1.50 and under \$1.75	-	-	-	-	-	-	-	-	-
\$1.75 and under \$2.00	3.2	-	-	-	6.5	-	9.8	-	-
\$2.00	39.0	-	-	-	26.4	-	8.0	-	-
Over \$2.00 and under \$2.25	-	-	-	-	-	-	6.8	-	-
\$2.25 and under \$2.50	18.1	-	-	-	-	16.1	7.1	-	-
\$2.50 and under \$2.75	6.5	-	-	-	12.8	-	6.6	1.0	-
\$2.75 and under \$3.00	3.6	-	-	-	-	-	12.0	-	-
\$3.00 and under \$3.25	-	-	-	-	-	-	4.0	-	-
\$3.25 and under \$3.50	-	-	-	-	-	19.2	-	.4	-
\$3.50 and over	-	-	-	-	-	3.9	-	-	-
Uniform percentage	5.2	3.7	39.8	-	23.6	8.6	35.8	59.1	-
6 percent	-	-	-	-	-	-	-	-	-
7 percent	-	-	-	-	-	-	-	-	-
8 percent	-	-	24.7	-	-	-	-	-	-
10 percent	3	3.7	9.1	-	-	-	-	-	-
10.5 percent	1.1	-	-	-	-	-	-	-	-
11 percent	-	-	-	-	-	-	-	-	-
12 percent	-	-	-	-	-	-	4.7	-	-
13 percent	-	-	-	-	-	-	3.1	-	-
14.6 percent	-	-	-	-	-	8.6	-	-	-
15 percent	3.7	-	6.0	-	8.0	-	12.2	59.1	-
16 percent	-	-	-	-	9.9	-	4.0	-	-
18 percent	-	-	-	-	-	-	-	-	-
20 percent	-	-	-	-	5.7	-	11.8	-	-
25 percent	-	-	-	-	-	-	-	-	-
40 percent	-	-	-	-	-	-	-	-	-
Other formal paid differential	-	-	-	-	-	-	-	<sup>6</sup> 39.6	4.1

<sup>1</sup> Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>3</sup> All workers were in establishments with premiums of \$2.50 per hour.

<sup>4</sup> Type of other formal paid differential was not available.

<sup>5</sup> Less than 0.05 percent.

<sup>6</sup> Other formal paid differential includes a per centage premium above the base rate for the job, as opposed to a per centage premium above an employee's individual wage rate.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

**Table 66. Shift differential practices: Registered nurses**

(Percent of workers in private hospitals employed on late shifts by amount of shift differential, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Shift differential	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
<b>Second shift</b>										
Workers employed on second shift .....	26.7	23.3	25.8	26.0	26.0	26.8	29.5	26.7	27.1	30.4
Receiving differential .....	25.9	23.3	25.8	26.0	26.0	26.8	29.5	26.7	27.1	30.0
Uniform cents per hour .....	19.7	21.2	21.2	15.9	19.1	20.6	29.5	26.7	22.7	8.0
Under 25 cents .....	.2	-	-	-	-	-	-	-	-	-
25 and under 50 cents .....	1.3	-	-	-	-	-	-	-	-	.6
50 and under 75 cents .....	2.5	-	-	.4	.2	-	-	-	-	-
75 cents .....	1.5	-	-	-	-	-	-	-	-	-
Over 75 cents and under \$1.00 ..	1.7	-	.6	1.5	-	-	-	-	-	-
\$1.00 .....	2.8	6.2	-	2.9	-	6.9	-	-	-	.6
Over \$1.00 and under \$1.25 .....	.6	3.5	1.0	2.9	-	-	-	-	-	.8
\$1.25 and under \$1.50 .....	1.7	7.6	1.7	3.8	-	3.4	1.5	-	1.8	1.0
\$1.50 .....	2.1	3.7	.7	2.4	.3	8.6	3.0	-	1.5	3.6
Over \$1.50 and under \$1.75 .....	.9	-	3.7	-	-	-	4.3	-	5.0	-
\$1.75 and under \$2.00 .....	2.0	-	3.3	1.2	2.2	-	14.1	-	8.9	-
\$2.00 and under \$2.25 .....	1.0	.1	3.6	.7	12.2	1.8	6.6	3.5	5.4	1.3
\$2.25 and under \$2.50 .....	.9	-	6.5	-	2.5	-	-	-	-	-
\$2.50 and over .....	.5	-	-	-	1.7	-	-	<sup>2</sup> 23.2	-	-
Uniform percentage .....	5.4	-	2.6	9.2	-	6.1	-	-	4.5	20.1
5 percent .....	.2	-	-	-	-	-	-	-	-	-
6 percent .....	.5	-	-	-	-	-	-	-	-	-
7 percent .....	.3	-	-	-	-	-	-	-	-	-
8 percent .....	.6	-	-	-	-	-	-	-	-	-
9 percent .....	.2	-	-	-	-	-	-	-	-	-
10 percent .....	2.1	-	2.6	5.5	-	1.1	-	-	1.1	12.5
11 percent .....	.1	-	-	-	-	-	-	-	-	-
12 percent .....	.5	-	-	-	-	1.4	-	-	-	1.6
14 percent .....	.1	-	-	-	-	-	-	-	-	-
15 percent .....	.9	-	-	3.7	-	-	-	-	3.4	6.1
20 percent .....	.1	-	-	-	-	3.6	-	-	-	-
Other formal paid differential .....	.8	2.1	1.9	.9	6.9	-	-	-	-	1.8

See footnotes at end of table.



**Table 66. Shift differential practices: Registered nurses—Continued**

(Percent of workers in private hospitals employed on late shifts by amount of shift differential, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Shift differential	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
<b>Third shift</b>										
Workers employed on third shift .....	19.8	17.1	17.5	19.6	22.3	22.9	21.9	19.2	19.1	13.8
Receiving differential .....	19.3	17.1	17.3	19.6	22.3	22.9	21.9	19.2	19.1	13.8
Uniform cents per hour .....	14.4	15.3	13.5	11.7	15.4	18.1	21.9	19.2	16.5	4.3
Under 25 cents .....	.1	-	-	-	-	-	-	-	-	-
25 and under 50 cents .....	.7	-	-	-	-	-	-	-	-	.2
50 and under 75 cents .....	1.0	-	-	-	-	-	-	-	-	-
75 cents and under \$1.00 .....	1.3	-	-	1.2	-	-	-	-	-	-
\$1.00 .....	1.3	.7	-	1.1	-	2.1	-	-	-	-
Over \$1.00 and under \$1.25 .....	.5	1.4	.9	-	.2	-	-	-	-	-
\$1.25 and under \$1.50 .....	.6	1.0	.2	-	-	-	-	-	-	-
\$1.50 .....	1.2	.6	-	3.0	-	-	-	-	1.4	-
Over \$1.50 and under \$1.75 .....	.1	-	1.0	.4	-	1.0	-	-	-	1.4
\$1.75 and under \$2.00 .....	1.6	.6	2.2	2.0	-	3.1	1.1	-	2.0	.3
\$2.00 .....	1.6	2.2	-	1.6	.9	11.8	6.5	-	3.1	.9
Over \$2.00 and under \$2.25 .....	.7	.6	3.1	-	-	-	-	-	1.3	.4
\$2.25 and under \$2.50 .....	1.6	4.9	5.7	-	1.5	-	11.2	.5	4.0	-
\$2.50 and under \$2.75 .....	.6	1.8	.1	1.2	2.8	-	1.3	-	3.3	-
\$2.75 and under \$3.00 .....	.2	-	-	1.2	2.0	-	-	-	-	-
\$3.00 and under \$3.25 .....	.8	1.4	.3	-	8.1	-	-	15.4	-	.5
\$3.25 and under \$3.50 .....	.1	-	-	-	-	-	-	3.4	-	-
\$3.50 and over .....	.3	-	-	-	-	-	1.7	-	-	-
Uniform percentage .....	4.1	-	2.4	7.1	-	4.8	-	-	2.6	7.7
6 percent .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
7 percent .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
8 percent .....	.2	-	-	-	-	-	-	-	-	-
10 percent .....	.9	-	2.4	1.3	-	1.1	-	-	-	.4
10.5 percent .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
11 percent .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
12 percent .....	.6	-	-	-	-	-	-	-	-	-
13 percent .....	.5	-	-	1.0	-	-	-	-	-	-
14.6 percent .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
15 percent .....	1.1	-	-	1.8	-	-	-	-	-	4.1
16 percent .....	.1	-	-	-	-	-	-	-	-	-
18 percent .....	( <sup>1</sup> )	-	-	-	-	-	-	-	1.7	-
20 percent .....	.5	-	-	3.1	-	3.7	-	-	1.0	3.3
25 percent .....	.1	-	-	-	-	-	-	-	-	-
40 percent .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
Other formal paid differential .....	.8	1.8	1.4	.8	6.9	-	-	-	-	1.8

See footnotes at end of table.

**Table 66. Shift differential practices: Registered nurses—Continued**

(Percent of workers in private hospitals employed on late shifts by amount of shift differential, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Shift differential	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
<b>Second shift</b>									
Workers employed on second shift .....	29.9	30.7	28.3	24.2	27.4	29.8	26.3	29.5	23.8
Receiving differential .....	29.9	30.7	28.3	24.2	27.4	29.8	24.9	29.5	23.8
Uniform cents per hour .....	28.6	29.7	17.5	24.2	20.6	29.8	16.6	.5	22.6
Under 25 cents .....	-	-	-	-	-	-	-	-	-
25 and under 50 cents .....	( <sup>6</sup> )	1.0	-	.2	-	-	-	-	-
50 and under 75 cents .....	1.0	16.3	.8	11.0	-	6.6	-	-	-
75 cents .....	-	10.7	10.9	-	1.8	3.3	-	-	-
Over 75 cents and under \$1.00 ..	-	1.4	5.7	12.9	-	4.2	-	-	22.6
\$1.00 .....	7.6	.3	-	-	2.4	14.3	2.5	.3	-
Over \$1.00 and under \$1.25 .....	-	-	-	-	-	-	.9	-	-
\$1.25 and under \$1.50 .....	4.2	-	-	-	5.1	.3	8.4	-	-
\$1.50 .....	7.7	-	-	-	4.5	-	2.1	-	-
Over \$1.50 and under \$1.75 .....	2.6	-	-	-	-	-	.5	-	-
\$1.75 and under \$2.00 .....	5.0	-	-	-	2.3	-	-	.2	-
\$2.00 and under \$2.25 .....	.4	-	-	-	4.4	-	-	-	-
\$2.25 and under \$2.50 .....	-	-	-	-	-	1.2	2.2	-	-
\$2.50 and over .....	-	-	-	-	-	-	-	-	-
Uniform percentage .....	1.4	1.0	10.9	-	6.8	-	8.3	17.1	-
5 percent .....	-	1.0	-	-	-	-	.4	-	-
6 percent .....	-	-	3.7	-	-	-	-	-	-
7 percent .....	.3	-	-	-	-	-	-	-	-
8 percent .....	-	-	4.6	-	-	-	1.7	-	-
9 percent .....	-	-	-	-	-	-	-	-	-
10 percent .....	1.0	-	2.6	-	-	-	6.2	17.1	-
11 percent .....	-	-	-	-	2.4	-	-	-	-
12 percent .....	.1	-	-	-	3.0	-	-	-	-
14 percent .....	-	-	-	-	-	-	-	-	-
15 percent .....	-	-	-	-	-	-	-	-	-
20 percent .....	-	-	-	-	1.5	-	-	-	-
Other formal paid differential .....	-	-	-	-	-	-	-	11.8	1.2

See footnotes at end of table.

**Table 66. Shift differential practices: Registered nurses—Continued**

(Percent of workers in private hospitals employed on late shifts by amount of shift differential, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Shift differential	Midwest				West				
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
Third shift:									
Workers employed on third shift .....	19.0	19.6	20.0	20.3	18.8	11.5	20.4	20.8	13.8
Receiving differential .....	19.0	19.6	20.0	20.3	18.8	11.5	19.6	20.8	13.8
Uniform cents per hour .....	17.9	18.5	12.0	20.3	14.9	10.6	11.8	.4	13.0
Under 25 cents .....	-	-	-	-	-	-	-	-	-
25 and under 50 cents .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-
50 and under 75 cents .....	-	7.8	-	10.1	-	.2	-	-	-
75 cents and under \$1.00 .....	-	4.7	7.4	-	-	-	-	-	-
\$1.00 .....	1.2	6.1	2.7	-	2.7	2.4	-	-	-
Over \$1.00 and under \$1.25 .....	.5	-	-	10.2	-	-	-	-	.7
\$1.25 and under \$1.50 .....	.6	-	1.9	-	2.0	.5	-	-	12.3
\$1.50 .....	1.0	-	-	-	.4	3.7	-	-	-
Over \$1.50 and under \$1.75 .....	-	-	-	-	-	-	-	-	-
\$1.75 and under \$2.00 .....	.6	-	-	-	1.2	-	2.2	-	-
\$2.00 .....	7.6	-	-	-	6.0	-	1.6	-	-
Over \$2.00 and under \$2.25 .....	-	-	-	-	-	-	1.0	-	-
\$2.25 and under \$2.50 .....	4.5	-	-	-	-	1.6	1.9	-	-
\$2.50 and under \$2.75 .....	1.3	-	-	-	2.5	-	1.3	.3	-
\$2.75 and under \$3.00 .....	.6	-	-	-	-	-	3.2	-	-
\$3.00 and under \$3.25 .....	-	-	-	-	-	-	.6	-	-
\$3.25 and under \$3.50 .....	-	-	-	-	-	1.9	-	.1	-
\$3.50 and over .....	-	-	-	-	-	.4	-	-	-
Uniform percentage .....	1.0	1.0	8.0	-	3.9	.9	7.7	12.5	-
6 percent .....	-	-	-	-	-	-	-	-	-
7 percent .....	-	-	-	-	-	-	-	-	-
8 percent .....	-	-	5.2	-	-	-	-	-	-
10 percent .....	.1	1.0	1.9	-	-	-	-	-	-
10.5 percent .....	.2	-	-	-	-	-	-	-	-
11 percent .....	-	-	-	-	-	-	-	-	-
12 percent .....	-	-	-	-	-	-	.9	-	-
13 percent .....	-	-	-	-	-	-	.7	-	-
14.6 percent .....	-	-	-	-	-	-	-	-	-
15 percent .....	.7	-	1.0	-	-	.9	1.6	12.5	-
16 percent .....	-	-	-	-	1.3	-	1.4	-	-
18 percent .....	-	-	-	-	1.5	-	-	-	-
20 percent .....	-	-	-	-	-	-	3.1	-	-
25 percent .....	-	-	-	-	1.2	-	-	-	-
40 percent .....	-	-	-	-	-	-	-	-	-
Other formal paid differential .....	-	-	-	-	-	-	-	7.9	.8

<sup>1</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>2</sup> All workers were in establishments with shift differentials of \$2.50 per hour.

<sup>3</sup> Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.



**Table 67. Paid holidays: Registered nurses**

(Percent of workers in private hospitals with formal provisions for paid holidays, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Number of paid holidays	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Consolidated leave plans <sup>2</sup> .....	24	18	-	-	93	-	10	72	10	5
Workers in establishments providing paid holidays .....	76	82	100	100	7	100	90	28	90	95
Under 5 days .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
5 days .....	1	-	-	-	-	-	-	-	-	-
6 days .....	12	-	-	45	1	3	6	13	17	4
6 plus 2 half days .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
7 days .....	14	-	( <sup>3</sup> )	29	1	42	62	15	-	5
7 plus 2 half days .....	( <sup>3</sup> )	-	-	5	-	-	-	-	-	-
8 days .....	25	-	61	16	-	16	18	-	43	33
9 days .....	9	-	5	-	-	26	3	-	30	35
10 days .....	8	16	12	5	5	12	-	-	( <sup>3</sup> )	12
11 days .....	4	42	-	-	-	-	( <sup>3</sup> )	-	-	7
12 days .....	3	24	19	-	-	-	-	-	-	-
13 days .....	( <sup>3</sup> )	-	2	-	-	-	-	-	-	-
15 days .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Average paid holidays <sup>4</sup> .....	8.1	11.1	9.2	7.0	7.6	8.0	7.2	6.5	8.0	8.7

See footnotes at end of table.

**Table 67. Paid holidays: Registered nurses—Continued**

(Percent of workers in private hospitals with formal provisions for paid holidays, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Number of paid holidays	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
All workers .....	100	100	100	100	100	100	100	100	100
Consolidated leave plans <sup>2</sup> .....	18	21	20	-	9	57	8	7	4
Workers in establishments providing paid holidays .....	82	79	80	100	91	43	92	93	96
Under 5 days .....	-	-	-	-	-	-	-	-	-
5 days .....	-	-	-	-	-	-	1	-	-
6 days .....	35	8	4	-	-	-	1	-	-
6 plus 2 half days .....	-	-	11	-	-	-	-	-	-
7 days .....	5	21	12	2	-	35	14	9	13
7 plus 2 half days .....	-	-	-	-	-	-	-	-	-
8 days .....	13	14	24	2	37	8	41	-	79
9 days .....	22	22	23	96	52	( <sup>3</sup> )	15	( <sup>3</sup> )	4
10 days .....	7	15	5	-	3	-	6	78	-
11 days .....	-	-	3	-	-	-	14	-	-
12 days .....	-	-	-	-	-	-	-	-	-
13 days .....	-	-	-	-	-	-	-	-	-
15 days .....	-	-	-	-	-	-	-	5	-
Average paid holidays <sup>4</sup> .....	7.6	8.2	8.1	8.9	8.6	7.2	8.5	10.1	7.9

<sup>1</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>2</sup> Workers receive holidays under consolidated leave plans.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> For purposes of computing average holidays, 2 half days were considered as 1 full day.

NOTE: Because of rounding, sums of individual items may not equal totals.

Dashes indicate that no data were reported.

**Table 68. Paid holidays: Technical, clerical, and service workers**

(Percent of workers in private hospitals with formal provisions for paid holidays, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Number of paid holidays	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Consolidated leave plans <sup>2</sup> .....	21	23	-	-	81	-	10	64	14	10
Workers in establishments providing paid holidays .....	78	77	100	100	19	100	90	36	86	90
Under 5 days .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
5 days .....	1	-	-	-	-	-	-	-	-	-
6 days .....	12	-	-	36	6	4	11	26	23	3
6 plus 2 half days .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
7 days .....	15	-	( <sup>3</sup> )	31	6	41	59	10	-	5
7 plus 2 half days .....	( <sup>1</sup> )	-	-	10	-	-	-	-	-	-
8 days .....	24	-	65	11	-	17	17	-	28	27
9 days .....	11	-	6	8	8	25	3	-	34	36
10 days .....	8	17	10	5	-	13	-	-	-	13
11 days .....	4	28	-	-	-	-	1	-	1	7
12 days .....	3	32	17	-	-	-	-	-	-	-
13 days .....	( <sup>2</sup> )	-	2	-	-	-	-	-	-	-
15 days .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
Average paid holidays <sup>4</sup> .....	8.1	11.2	9.0	7.1	7.7	8.0	7.2	6.3	7.9	8.8

See footnotes at end of table.



**Table 68. Paid holidays: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with formal provisions for paid holidays, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Number of paid holidays	Midwest					West				
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)	
All workers .....	100	100	100	100	100	100	100	100	100	
Consolidated leave plans <sup>2</sup> .....	13	28	21	-	7	48	7	29	-	
Workers in establishments providing paid holidays .....	87	72	79	100	93	52	93	71	100	
Under 5 days .....	-	-	-	-	-	-	-	-	-	
5 days .....	-	-	-	-	-	-	1	-	-	
6 days .....	28	9	4	-	-	-	1	-	-	
6 plus 2 half days .....	-	-	14	-	-	-	-	-	-	
7 days .....	5	16	10	3	-	44	15	-	11	
7 plus 2 half days .....	-	-	-	-	-	-	-	-	-	
8 days .....	15	20	20	4	39	7	42	-	83	
9 days .....	33	16	22	94	51	1	15	( <sup>3</sup> )	7	
10 days .....	7	11	6	-	3	-	9	58	-	
11 days .....	-	-	3	-	-	-	10	-	-	
12 days .....	-	-	-	-	-	-	-	-	-	
13 days .....	-	-	-	-	-	-	-	-	-	
15 days .....	-	-	-	-	-	-	-	13	-	
Average paid holidays <sup>4</sup> .....	7.8	8.1	8.2	8.9	8.6	7.2	8.5	10.5	7.9	

<sup>1</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>2</sup> Workers receive holidays under consolidated leave plans.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> For purposes of computing average holidays, 2 half days were considered as 1

full day.

NOTE: Because of rounding, sums of individual items may not equal totals.

Dashes indicate that no data were reported.

**Table 69. Paid vacations: Registered nurses**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Consolidated leave plans <sup>2</sup> .....	26	22	-	8	93	-	10	72	10	9
Method of payment										
Workers in establishments providing paid vacations .....	74	78	100	92	7	100	90	28	90	91
Length-of-time payment .....	74	78	100	92	7	100	90	28	81	91
Percentage payment .....	( <sup>3</sup> )	-	-	-	-	-	-	-	9	-
Amount of vacation pay <sup>4</sup>										
After 6 months of service:	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Under 1 week .....	33	13	1	10	2	26	73	15	26	19
Over 1 and under 2 weeks .....	15	66	-	54	-	70	-	3	23	66
2 weeks .....	8	-	87	19	-	5	-	3	9	6
Over 2 and under 3 weeks .....	1	-	9	-	-	-	-	-	-	-
3 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
After 1 year of service:	1	-	-	-	-	-	4	-	-	-
1 week .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks .....	42	5	( <sup>3</sup> )	12	7	26	86	25	38	22
2 weeks .....	4	-	-	-	-	4	-	-	9	26
Over 2 and under 3 weeks .....	16	70	-	66	-	66	-	-	33	23
3 weeks .....	1	-	-	-	-	-	-	-	9	20
Over 3 and under 4 weeks .....	8	3	85	14	-	5	-	3	-	-
4 weeks .....	1	-	15	-	-	-	-	-	-	-
Over 4 and under 5 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
After 2 years of service:	( <sup>3</sup> )	-	-	-	-	-	4	-	-	-
1 week .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks .....	40	5	( <sup>3</sup> )	10	7	26	86	25	38	22
2 weeks .....	5	-	-	1	-	4	-	-	9	23
Over 2 and under 3 weeks .....	17	70	-	63	-	40	-	-	33	17
3 weeks .....	2	-	-	1	-	26	-	-	9	9
Over 3 and under 4 weeks .....	8	3	85	16	-	5	-	3	-	-
4 weeks .....	2	-	15	-	-	-	-	-	-	20
Over 4 and under 5 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 69. Paid vacations: Registered nurses—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	Northeast			South						
	United States (March)	Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
Amount of vacation pay <sup>4</sup> —Continued										
After 3 years of service:										
1 week .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks .....	( <sup>2</sup> )	-	-	-	-	-	-	-	-	-
2 weeks .....	36	-	( <sup>3</sup> )	9	7	26	90	18	38	19
Over 2 and under 3 weeks .....	5	-	-	1	-	4	-	-	9	2
3 weeks .....	17	68	-	62	-	40	-	7	14	23
Over 3 and under 4 weeks .....	4	-	-	1	-	26	-	-	29	17
4 weeks .....	10	10	85	18	-	5	-	3	-	9
Over 4 and under 5 weeks .....	1	-	15	-	-	-	-	-	-	20
Over 5 and under 6 weeks .....	( <sup>4</sup> )	-	-	-	-	-	-	-	-	-
After 5 years of service:										
Over 1 and under 2 weeks .....	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-
2 weeks .....	6	-	-	-	3	22	13	9	3	-
Over 2 and under 3 weeks .....	3	-	-	1	-	-	2	-	-	-
3 weeks .....	41	30	( <sup>6</sup> )	50	4	26	75	15	49	40
Over 3 and under 4 weeks .....	4	2	-	6	-	4	-	-	38	12
4 weeks .....	13	46	13	34	-	22	-	3	-	19
Over 4 and under 5 weeks .....	1	-	-	-	-	26	-	-	-	20
5 weeks .....	6	-	87	-	-	-	-	-	-	-
Over 5 and under 6 weeks .....	( <sup>7</sup> )	-	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks .....	( <sup>8</sup> )	-	-	-	-	-	-	-	-	-
After 8 years of service:										
2 weeks .....	3	-	-	-	1	-	8	9	-	-
Over 2 and under 3 weeks .....	3	-	-	-	-	-	2	-	-	-
3 weeks .....	39	11	( <sup>9</sup> )	26	6	48	80	15	48	33
Over 3 and under 4 weeks .....	5	2	-	8	-	4	-	-	22	7
4 weeks .....	17	66	13	57	-	22	-	3	19	22
Over 4 and under 5 weeks .....	2	-	-	-	-	26	-	-	-	28
5 weeks .....	6	-	87	-	-	-	-	-	-	-
Over 5 and under 6 weeks .....	( <sup>10</sup> )	-	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks .....	( <sup>11</sup> )	-	-	-	-	-	-	-	-	-
After 10 years of service:										
2 weeks .....	1	-	-	-	-	-	8	-	-	-
Over 2 and under 3 weeks .....	( <sup>12</sup> )	-	-	-	-	-	-	-	-	-
3 weeks .....	17	3	( <sup>13</sup> )	15	7	10	59	25	12	8
Over 3 and under 4 weeks .....	3	-	-	4	-	-	-	-	25	7
4 weeks .....	38	63	13	73	-	60	23	3	53	41
Over 4 and under 5 weeks .....	5	2	-	-	-	29	-	-	-	15
5 weeks .....	9	10	87	-	-	-	-	-	-	-
Over 5 and under 6 weeks .....	( <sup>14</sup> )	-	-	-	-	-	-	-	-	20
7 weeks .....	( <sup>15</sup> )	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table 69. Paid vacations: Registered nurses—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
Amount of vacation pay <sup>4</sup> —Continued										
After 12 years of service:										
2 weeks .....	1	-	-	-	-	-	8	-	-	-
Over 2 and under 3 weeks .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
3 weeks .....	14	-	( <sup>1</sup> )	15	5	-	54	25	4	8
Over 3 and under 4 weeks .....	4	-	-	2	-	-	-	-	33	7
4 weeks .....	39	67	13	74	1	71	28	3	53	41
Over 4 and under 5 weeks .....	5	2	-	-	-	29	-	-	-	7
5 weeks .....	9	10	87	-	-	-	-	-	-	9
Over 5 and under 6 weeks .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	20
7 weeks .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
After 15 years of service:										
2 weeks .....	1	-	-	-	-	-	8	-	-	-
3 weeks .....	6	-	-	4	5	-	21	25	4	-
Over 3 and under 4 weeks .....	1	-	-	-	-	-	-	-	-	7
4 weeks .....	46	63	13	83	2	71	61	3	67	34
Over 4 and under 5 weeks .....	6	2	-	4	-	26	-	-	18	7
5 weeks .....	13	14	85	-	-	4	-	-	-	14
Over 5 and under 6 weeks .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	9
6 weeks .....	( <sup>1</sup> )	-	2	-	-	-	-	-	-	20
Over 7 and under 8 weeks .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
After 20 years of service:										
2 weeks .....	1	-	-	-	-	-	8	-	-	-
3 weeks .....	5	-	-	-	5	-	4	25	( <sup>1</sup> )	-
Over 3 and under 4 weeks .....	1	-	-	-	-	-	-	-	-	7
4 weeks .....	38	19	13	72	2	31	78	3	71	34
Over 4 and under 5 weeks .....	5	2	-	4	-	-	-	-	18	7
5 weeks .....	22	58	85	15	-	43	-	-	-	14
Over 5 and under 6 weeks .....	1	-	-	-	-	26	-	-	-	9
6 weeks .....	( <sup>1</sup> )	-	2	-	-	-	-	-	-	20
Over 7 and under 8 weeks .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-
After 25 years of service:										
2 weeks .....	1	-	-	-	-	-	8	-	-	-
3 weeks .....	5	-	-	-	5	-	4	25	( <sup>1</sup> )	-
Over 3 and under 4 weeks .....	1	-	-	-	-	-	-	-	-	7
4 weeks .....	35	19	13	67	2	31	78	3	71	34
Over 4 and under 5 weeks .....	4	2	-	4	-	-	-	-	18	7
5 weeks .....	26	54	85	20	-	43	-	-	-	14
Over 5 and under 6 weeks .....	1	-	-	-	-	26	-	-	-	9
6 weeks .....	1	4	2	-	-	-	-	-	-	20
Over 7 and under 8 weeks .....	( <sup>1</sup> )	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 69. Paid vacations: Registered nurses—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	Northeast			South						
	United States (March)	Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
<b>Amount of vacation pay<sup>1</sup>—Continued</b>										
After 30 years of service:										
2 weeks .....	1	-	-	-	-	-	8	-	-	-
3 weeks .....	5	-	-	-	5	-	4	25	( <sup>3</sup> )	-
Over 3 and under 4 weeks .....	1	-	-	-	-	-	-	-	-	7
4 weeks .....	35	14	13	65	2	31	78	3	71	34
Over 4 and under 5 weeks .....	4	2	-	4	-	-	-	-	18	7
5 weeks .....	26	58	85	22	-	43	-	-	-	14
Over 5 and under 6 weeks .....	1	-	-	-	-	26	-	-	-	9
6 weeks .....	1	4	2	-	-	-	-	-	-	20
Over 7 and under 8 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Maximum vacation:										
2 weeks .....	1	-	-	-	-	-	8	-	-	-
3 weeks .....	4	-	-	-	5	-	4	25	( <sup>3</sup> )	-
Over 3 and under 4 weeks .....	1	-	-	-	-	-	-	-	-	7
4 weeks .....	35	14	13	65	2	31	78	3	71	34
Over 4 and under 5 weeks .....	4	2	-	4	-	-	-	-	18	7
5 weeks .....	26	54	85	22	-	43	-	-	-	14
Over 5 and under 6 weeks .....	1	-	-	-	-	26	-	-	-	9
6 weeks .....	1	4	2	-	-	-	-	-	-	20
Over 7 and under 8 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Over 8 and under 9 weeks .....	( <sup>3</sup> )	5	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 69. Paid vacations. Registered nurses—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	Midwest						West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis— St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles— Long Beach (April)	San Francisco (March)	Seattle (March)	
All workers .....	100	100	100	100	100	100	100	100	100	
Consolidated leave plans <sup>2</sup> .....	24	21	32	-	9	57	9	7	4	
<b>Method of payment</b>										
Workers in establishments providing paid vacations .....	76	79	68	100	91	43	91	93	96	
Length-of-time payment .....	76	79	68	100	91	43	91	93	96	
Percentage payment .....	-	-	-	-	-	-	-	-	-	
<b>Amount of vacation pay<sup>3</sup></b>										
After 6 months of service:										
Under 1 week .....	-	-	-	-	-	-	-	-	-	
1 week .....	25	9	67	80	28	12	53	44	32	
Over 1 and under 2 weeks .....	26	-	-	-	25	( <sup>4</sup> )	5	-	4	
2 weeks .....	1	-	-	-	-	-	3	-	-	
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-	
3 weeks .....	-	9	-	-	-	-	-	-	-	
Over 4 and under 5 weeks .....	-	-	-	-	-	-	-	-	-	
After 1 year of service:										
1 week .....	-	-	-	-	-	-	-	-	-	
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	-	-	
2 weeks .....	6	16	68	100	48	43	85	93	90	
Over 2 and under 3 weeks .....	3	-	-	-	-	( <sup>4</sup> )	1	-	7	
3 weeks .....	55	61	-	-	44	-	5	-	-	
Over 3 and under 4 weeks .....	3	-	-	-	-	-	-	-	-	
4 weeks .....	9	2	-	-	-	-	-	-	-	
Over 4 and under 5 weeks .....	-	-	-	-	-	-	-	-	-	
After 2 years of service:										
1 week .....	-	-	-	-	-	-	-	-	-	
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	-	-	
2 weeks .....	6	12	68	17	48	38	81	23	90	
Over 2 and under 3 weeks .....	3	4	-	-	-	-	4	-	7	
3 weeks .....	44	61	-	83	44	5	6	70	-	
Over 3 and under 4 weeks .....	14	-	-	-	-	-	-	-	-	
4 weeks .....	9	2	-	-	-	-	-	-	-	
Over 4 and under 5 weeks .....	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.



**Table 69. Paid vacations: Registered nurses—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	Midwest						West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)	
<b>Amount of vacation pay<sup>4</sup>—Continued</b>										
After 3 years of service:										
1 week .....	-	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	-	-	-
2 weeks .....	6	12	68	15	46	14	77	( <sup>5</sup> )	70	
Over 2 and under 3 weeks .....	3	4	-	-	-	-	4	-	7	
3 weeks .....	44	56	-	85	45	29	10	93	16	
Over 3 and under 4 weeks .....	14	5	-	-	-	-	-	-	4	
4 weeks .....	9	2	-	-	-	-	-	-	-	
Over 4 and under 5 weeks .....	-	-	-	-	-	-	-	-	-	
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-	
After 5 years of service:										
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	-	-	
2 weeks .....	-	10	-	-	-	-	13	-	-	
Over 2 and under 3 weeks .....	-	4	-	-	-	14	4	-	-	
3 weeks .....	38	56	68	17	72	25	72	( <sup>5</sup> )	26	
Over 3 and under 4 weeks .....	15	5	-	-	-	( <sup>5</sup> )	-	-	70	
4 weeks .....	21	5	-	83	19	4	3	93	-	
Over 4 and under 5 weeks .....	3	-	-	-	-	-	-	-	-	
5 weeks .....	-	-	-	-	-	-	-	-	-	
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-	
Over 6 and under 7 weeks .....	-	-	-	-	-	-	-	-	-	
After 8 years of service:										
2 weeks .....	-	-	-	-	-	-	13	-	-	
Over 2 and under 3 weeks .....	-	-	-	-	-	14	-	-	-	
3 weeks .....	23	46	68	15	67	25	70	( <sup>5</sup> )	10	
Over 3 and under 4 weeks .....	12	5	-	-	-	( <sup>5</sup> )	4	-	-	
4 weeks .....	39	28	-	85	24	4	4	93	84	
Over 4 and under 5 weeks .....	3	-	-	-	-	-	-	-	3	
5 weeks .....	-	-	-	-	-	-	-	-	-	
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-	
Over 6 and under 7 weeks .....	-	-	-	-	-	-	-	-	-	
After 10 years of service:										
2 weeks .....	-	-	-	-	-	-	13	-	-	
Over 2 and under 3 weeks .....	-	-	-	-	-	14	-	-	-	
3 weeks .....	9	12	18	2	46	-	7	-	-	
Over 3 and under 4 weeks .....	( <sup>5</sup> )	4	-	-	7	-	4	-	-	
4 weeks .....	49	63	50	98	29	29	64	( <sup>5</sup> )	26	
Over 4 and under 5 weeks .....	17	-	-	-	-	-	-	-	70	
5 weeks .....	1	-	-	-	10	-	3	93	-	
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-	
7 weeks .....	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 69. Paid vacations: Registered nurses—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
<b>Amount of vacation pay<sup>4</sup>—Continued</b>									
After 12 years of service:									
2 weeks .....	-	-	-	-	-	-	13	-	-
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-
3 weeks .....	9	12	9	2	42	-	7	-	-
Over 3 and under 4 weeks .....	( <sup>5</sup> )	4	-	-	7	14	2	-	-
4 weeks .....	45	63	59	98	32	29	64	( <sup>6</sup> )	14
Over 4 and under 5 weeks .....	21	-	-	-	-	-	1	-	70
5 weeks .....	1	-	-	-	10	-	3	93	12
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-
7 weeks .....	-	-	-	-	-	-	-	-	-
After 15 years of service:									
2 weeks .....	-	-	-	-	-	-	13	-	-
3 weeks .....	1	-	4	-	1	-	7	-	-
Over 3 and under 4 weeks .....	( <sup>5</sup> )	-	-	-	-	-	2	-	-
4 weeks .....	53	79	63	100	75	29	54	( <sup>6</sup> )	10
Over 4 and under 5 weeks .....	21	-	-	-	-	14	1	-	70
5 weeks .....	1	-	1	-	15	-	13	93	16
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-
6 weeks .....	-	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-
After 20 years of service:									
2 weeks .....	-	-	-	-	-	-	13	-	-
3 weeks .....	1	-	-	-	1	-	7	-	-
Over 3 and under 4 weeks .....	( <sup>5</sup> )	-	-	-	-	-	2	-	-
4 weeks .....	42	60	67	100	64	29	45	( <sup>6</sup> )	10
Over 4 and under 5 weeks .....	17	-	-	-	-	14	1	-	70
5 weeks .....	16	20	1	-	27	-	23	93	16
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-
6 weeks .....	-	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-
After 25 years of service:									
2 weeks .....	-	-	-	-	-	-	13	-	-
3 weeks .....	1	-	-	-	1	-	7	-	-
Over 3 and under 4 weeks .....	( <sup>5</sup> )	-	-	-	-	-	2	-	-
4 weeks .....	29	54	67	100	64	29	45	( <sup>6</sup> )	10
Over 4 and under 5 weeks .....	12	-	-	-	-	14	1	-	70
5 weeks .....	32	24	1	-	27	-	23	93	16
Over 5 and under 6 weeks .....	3	-	-	-	-	-	-	-	-
6 weeks .....	-	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 69. Paid vacations: Registered nurses—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
<b>Amount of vacation pay<sup>4</sup>—Continued</b>									
After 30 years of service:									
2 weeks .....	-	-	-	-	-	-	13	-	-
3 weeks .....	1	-	-	-	1	-	7	-	-
Over 3 and under 4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	2	-	-
4 weeks .....	29	54	67	100	64	29	45	( <sup>3</sup> )	10
Over 4 and under 5 weeks .....	12	-	-	-	-	14	1	-	70
5 weeks .....	32	24	1	-	27	-	23	93	16
Over 5 and under 6 weeks .....	3	-	-	-	-	-	-	-	-
6 weeks .....	-	1	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-
Maximum vacation:									
2 weeks .....	-	-	-	-	-	-	13	-	-
3 weeks .....	-	-	-	-	1	-	7	-	-
Over 3 and under 4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	2	-	-
4 weeks .....	29	54	67	100	64	29	45	( <sup>3</sup> )	10
Over 4 and under 5 weeks .....	12	-	-	-	-	14	1	-	70
5 weeks .....	32	24	1	-	27	-	23	93	16
Over 5 and under 6 weeks .....	3	1	-	-	-	-	-	-	-
6 weeks .....	-	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-
Over 8 and under 9 weeks .....	-	-	-	-	-	-	-	-	-

<sup>1</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>2</sup> Workers receive vacations under consolidated leave plans.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example,

changes indicated at 8 years may include changes that occurred between 5 and 8 years.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.



**Table 70. Paid vacations: Technical, clerical, and service workers**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Consolidated leave plans <sup>2</sup> .....	23	28	-	4	85	-	10	64	14	15
Method of payment										
Workers in establishments providing paid vacations .....	77	72	100	96	15	100	90	36	86	85
Length-of-time payment .....	77	72	100	96	15	100	90	36	76	85
Percentage payment .....	( <sup>3</sup> )	-	-	-	-	-	-	-	11	-
Amount of vacation pay <sup>4</sup>										
After 6 months of service:	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Under 1 week .....	48	22	98	81	11	92	71	10	33	31
Over 1 and under 2 weeks .....	7	50	-	-	-	8	-	3	24	29
2 weeks .....	1	-	-	4	-	-	-	13	-	6
Over 3 and under 4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
After 1 year of service:	( <sup>3</sup> )	-	-	-	-	-	7	-	-	-
1 week .....	2	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks .....	64	10	100	96	15	92	83	23	62	34
2 weeks .....	3	6	-	-	-	8	-	-	20	26
Over 2 and under 3 weeks .....	5	56	-	-	-	-	-	-	4	5
3 weeks .....	1	-	-	-	-	-	-	-	-	19
Over 3 and under 4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	13	-	-
4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
After 2 years of service:	( <sup>3</sup> )	-	-	-	-	-	7	-	-	-
1 week .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks .....	62	8	96	87	15	67	83	23	62	34
2 weeks .....	6	6	-	9	-	26	-	-	20	23
Over 2 and under 3 weeks .....	7	57	-	-	-	7	-	-	4	3
3 weeks .....	1	-	-	-	-	-	-	-	-	24
Over 3 and under 4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	13	-	-
4 weeks .....	( <sup>3</sup> )	-	4	-	-	-	-	-	-	-
Over 4 and under 5 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
After 3 years of service:	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks .....	55	4	96	83	15	67	90	18	47	26
2 weeks .....	6	6	-	9	-	26	-	-	26	8
Over 2 and under 3 weeks .....	12	62	-	4	-	7	-	4	4	14
3 weeks .....	2	-	-	-	-	-	-	-	9	26
Over 3 and under 4 weeks .....	1	-	4	-	-	-	-	13	-	10
4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Over 5 and under 6 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 70. Paid vacations: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	United States (March)	Northeast			South							
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)		
Amount of vacation pay <sup>4</sup> —Continued												
After 5 years of service:												
Over 1 and under 2 weeks .....	( <sup>3</sup> )	-	-	-	-	12	-	27	-	13	-	6
2 weeks .....	9	-	-	22	-	-	5	-	-	13	-	-
Over 2 and under 3 weeks .....	4	-	-	9	-	-	-	-	-	-	-	15
3 weeks .....	49	32	21	64	2	73	72	-	-	10	-	49
Over 3 and under 4 weeks .....	3	6	-	-	-	-	-	-	-	-	-	26
4 weeks .....	11	34	79	2	-	-	-	-	-	13	-	10
Over 4 and under 5 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
5 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
After 8 years of service:												
2 weeks .....	4	-	-	3	6	-	7	-	-	13	-	-
Over 2 and under 3 weeks .....	3	-	-	7	-	8	-	-	-	-	-	-
3 weeks .....	49	11	16	81	9	92	83	-	-	10	-	36
Over 3 and under 4 weeks .....	4	6	-	4	-	-	-	-	-	-	-	12
4 weeks .....	15	54	84	2	-	-	-	-	-	13	-	12
Over 4 and under 5 weeks .....	1	-	-	-	-	-	-	-	-	-	-	24
5 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
After 10 years of service:												
2 weeks .....	1	-	-	-	-	-	7	-	-	-	-	-
Over 2 and under 3 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
3 weeks .....	23	2	5	53	15	12	59	-	-	23	-	4
Over 3 and under 4 weeks .....	3	-	-	11	-	-	-	-	-	-	-	7
4 weeks .....	42	65	93	32	-	63	24	-	-	13	-	50
Over 4 and under 5 weeks .....	3	2	-	-	-	26	-	-	-	-	-	5
5 weeks .....	2	3	1	-	-	-	-	-	-	-	-	-
Over 5 and under 6 weeks .....	1	-	-	-	-	-	-	-	-	-	-	19
6 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
7 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
After 12 years of service:												
2 weeks .....	1	-	-	-	-	-	7	-	-	-	-	-
Over 2 and under 3 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
3 weeks .....	19	-	5	42	13	-	53	-	-	23	-	4
Over 3 and under 4 weeks .....	4	-	-	12	-	-	-	-	-	-	-	7
4 weeks .....	45	67	93	42	1	74	31	-	-	13	-	50
Over 4 and under 5 weeks .....	3	2	-	-	-	26	-	-	-	-	-	-
5 weeks .....	3	3	1	-	-	-	-	-	-	-	-	5
Over 5 and under 6 weeks .....	1	-	-	-	-	-	-	-	-	-	-	19
6 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-
7 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 70. Paid vacations: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
Amount of vacation pay <sup>4</sup> —Continued										
After 15 years of service:										
2 weeks .....	1	-	-	-	-	-	7	-	-	-
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-	-
3 weeks .....	7	-	-	8	8	-	27	-	19	-
Over 3 and under 4 weeks .....	2	-	-	4	-	-	-	23	-	7
4 weeks .....	55	64	97	84	7	62	56	13	48	39
Over 4 and under 5 weeks .....	5	2	-	-	-	26	-	-	20	-
5 weeks .....	6	6	3	-	-	13	-	-	-	10
Over 5 and under 6 weeks .....	1	-	-	-	-	-	-	-	-	29
6 weeks .....	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	( <sup>6</sup> )	-	-	-	-	-	-	-	-	-
After 20 years of service:										
2 weeks .....	1	-	-	-	-	-	7	-	-	-
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-	-
3 weeks .....	6	-	-	6	8	-	9	23	16	7
Over 3 and under 4 weeks .....	1	-	-	4	-	-	-	-	-	39
4 weeks .....	49	24	97	78	7	31	74	13	51	20
Over 4 and under 5 weeks .....	4	6	-	-	-	-	-	-	-	-
5 weeks .....	13	42	3	8	-	43	-	-	-	10
Over 5 and under 6 weeks .....	2	-	-	-	-	26	-	-	-	29
7 weeks .....	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	( <sup>6</sup> )	-	-	-	-	-	-	-	-	-
After 25 years of service:										
2 weeks .....	1	-	-	-	-	-	7	-	-	-
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-	-
3 weeks .....	5	-	-	6	8	-	9	23	16	7
Over 3 and under 4 weeks .....	1	-	-	-	-	-	-	-	-	39
4 weeks .....	45	24	97	74	7	31	74	13	51	20
Over 4 and under 5 weeks .....	3	6	-	-	-	-	-	-	-	-
5 weeks .....	19	38	3	16	-	43	-	-	-	10
Over 5 and under 6 weeks .....	1	-	-	-	-	26	-	-	-	29
6 weeks .....	1	-	-	-	-	-	-	-	-	-
7 weeks .....	( <sup>5</sup> )	-	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	( <sup>6</sup> )	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table 70. Paid vacations: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
<b>Amount of vacation pay<sup>2</sup>—Continued</b>										
After 30 years of service:										
2 weeks .....	1	-	-	-	-	-	7	-	-	-
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-	-
3 weeks .....	5	-	-	6	8	-	9	-	16	-
Over 3 and under 4 weeks .....	1	-	-	-	-	-	-	-	-	7
4 weeks .....	45	19	97	71	7	31	74	13	51	39
Over 4 and under 5 weeks .....	3	6	-	-	-	-	-	-	20	-
5 weeks .....	19	43	3	19	-	43	-	-	-	10
Over 5 and under 6 weeks .....	1	-	-	-	-	26	-	-	-	29
6 weeks .....	1	3	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
8 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Maximum vacation:										
2 weeks .....	1	-	-	-	-	-	7	-	-	-
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-	-
3 weeks .....	5	-	-	6	8	-	9	23	16	-
Over 3 and under 4 weeks .....	1	-	-	-	-	-	-	-	-	7
4 weeks .....	45	19	97	71	7	31	74	13	51	39
Over 4 and under 5 weeks .....	3	6	-	-	-	43	-	-	20	-
5 weeks .....	19	38	3	19	-	26	-	-	-	10
Over 5 and under 6 weeks .....	1	-	-	-	-	-	-	-	-	29
6 weeks .....	1	3	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
8 weeks .....	( <sup>3</sup> )	-	-	-	-	-	-	-	-	-
Over 8 and under 9 weeks .....	( <sup>3</sup> )	5	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 70. Paid vacations: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	Midwest				West				
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
All workers .....	100	100	100	100	100	100	100	100	100
Consolidated leave plans <sup>2</sup> .....	13	28	35	-	7	48	9	29	-
Method of payment									
Workers in establishments providing paid vacations .....	86	72	65	100	93	52	91	71	100
Length-of-time payment .....	86	72	65	100	93	52	91	71	100
Percentage payment .....	-	-	-	-	-	-	-	-	-
Amount of vacation pay <sup>4</sup>									
After 6 months of service:									
Under 1 week .....	-	-	60	-	50	18	44	36	32
Over 1 and under 2 weeks .....	12	10	-	-	-	-	6	-	5
2 weeks .....	1	-	-	-	-	-	5	-	-
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-
After 1 year of service:									
1 week .....	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks .....	-	-	-	-	93	52	81	71	95
2 weeks .....	32	72	65	100	-	-	2	-	5
Over 2 and under 3 weeks .....	6	-	-	-	-	-	8	-	-
3 weeks .....	49	-	-	-	-	-	-	-	-
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-
4 weeks .....	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks .....	-	-	-	-	-	-	-	-	-
After 2 years of service:									
1 week .....	-	-	-	-	-	-	-	-	-
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	-	-
2 weeks .....	27	65	65	100	93	34	75	15	95
Over 2 and under 3 weeks .....	6	4	-	-	-	-	5	-	5
3 weeks .....	53	3	-	-	-	18	11	56	-
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-
4 weeks .....	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks .....	-	-	-	-	-	-	-	-	-
After 3 years of service:									
Over 1 and under 2 weeks .....	-	-	65	-	91	20	73	( <sup>3</sup> )	-
2 weeks .....	25	62	-	100	-	-	5	-	77
Over 2 and under 3 weeks .....	6	7	-	-	-	-	13	71	5
3 weeks .....	55	3	-	-	2	31	-	-	15
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	4
4 weeks .....	-	-	-	-	-	-	-	-	-
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 70. Paid vacations: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
<b>Amount of vacation pay<sup>2</sup>—Continued</b>									
After 5 years of service:									
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	-	-
2 weeks .....	-	47	2	49	5	-	12	-	6
Over 2 and under 3 weeks .....	-	7	-	-	8	20	5	-	-
3 weeks .....	70	18	62	51	81	21	70	( <sup>3</sup> )	60
Over 3 and under 4 weeks .....	5	-	-	-	-	-	-	-	34
4 weeks .....	6	-	-	-	-	10	3	71	-
Over 4 and under 5 weeks .....	-	-	-	-	-	-	-	-	-
5 weeks .....	3	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks .....	-	-	-	-	-	-	-	-	-
After 8 years of service:									
2 weeks .....	-	5	2	-	-	-	12	-	6
Over 2 and under 3 weeks .....	1	3	-	-	8	20	-	-	-
3 weeks .....	39	65	62	97	86	21	67	( <sup>3</sup> )	45
Over 3 and under 4 weeks .....	-	-	-	-	-	-	5	-	-
4 weeks .....	44	-	-	3	-	10	7	71	49
Over 4 and under 5 weeks .....	-	-	-	-	-	-	-	-	-
5 weeks .....	3	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks .....	-	-	-	-	-	-	-	-	-
After 10 years of service:									
2 weeks .....	-	-	2	-	-	-	12	-	6
Over 2 and under 3 weeks .....	1	-	-	-	-	20	-	-	-
3 weeks .....	17	54	16	7	79	1	6	-	5
Over 3 and under 4 weeks .....	4	4	-	-	5	-	5	-	-
4 weeks .....	58	14	47	93	10	31	64	( <sup>3</sup> )	55
Over 4 and under 5 weeks .....	5	-	-	-	-	-	-	71	34
5 weeks .....	-	-	-	-	-	-	3	-	-
Over 5 and under 6 weeks .....	3	-	-	-	-	-	-	-	-
6 weeks .....	-	-	-	-	-	-	-	-	-
7 weeks .....	-	-	-	-	-	-	-	-	-
After 12 years of service:									
2 weeks .....	-	-	2	-	-	-	12	-	6
Over 2 and under 3 weeks .....	1	-	-	-	-	-	-	-	-
3 weeks .....	17	46	10	3	74	1	6	-	-
Over 3 and under 4 weeks .....	4	12	-	-	5	20	2	-	5
4 weeks .....	52	14	53	97	14	31	64	( <sup>3</sup> )	55
Over 4 and under 5 weeks .....	9	-	-	-	-	-	2	-	34
5 weeks .....	1	-	-	-	-	-	3	71	-
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-
6 weeks .....	3	-	-	-	-	-	-	-	-
7 weeks .....	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table 70. Paid vacations: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	Midwest						West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)	
<b>Amount of vacation pay<sup>1</sup>—Continued</b>										
After 15 years of service:										
2 weeks .....	-	-	2	-	-	-	12	-	6	
Over 2 and under 3 weeks .....	1	-	-	-	-	-	-	-	-	
3 weeks .....	2	10	5	-	2	1	6	-	-	
Over 3 and under 4 weeks .....	4	3	-	-	-	-	2	-	-	
4 weeks .....	66	60	55	100	91	31	55	( <sup>3</sup> )	53	
Over 4 and under 5 weeks .....	9	-	-	-	-	20	2	-	34	
5 weeks .....	1	-	2	-	-	-	13	71	7	
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-	
6 weeks .....	3	-	-	-	-	-	-	-	-	
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-	
After 20 years of service:										
2 weeks .....	-	-	2	-	-	-	12	-	-	
Over 2 and under 3 weeks .....	1	-	-	-	-	-	-	-	-	
3 weeks .....	2	5	-	-	2	1	6	-	6	
Over 3 and under 4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	2	-	-	
4 weeks .....	51	54	60	100	75	31	47	( <sup>3</sup> )	53	
Over 4 and under 5 weeks .....	9	-	-	-	-	20	2	-	34	
5 weeks .....	20	14	2	-	16	-	21	71	7	
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-	
7 weeks .....	3	-	-	-	-	-	-	-	-	
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-	
After 25 years of service:										
2 weeks .....	-	-	2	-	-	-	12	-	-	
Over 2 and under 3 weeks .....	1	-	-	-	-	-	-	-	-	
3 weeks .....	2	5	-	-	2	1	6	-	-	
Over 3 and under 4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	2	-	-	
4 weeks .....	34	48	60	100	75	31	47	( <sup>3</sup> )	59	
Over 4 and under 5 weeks .....	4	-	-	-	-	20	2	-	34	
5 weeks .....	42	19	2	-	16	-	21	71	7	
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-	
6 weeks .....	-	1	-	-	-	-	-	-	-	
7 weeks .....	3	-	-	-	-	-	-	-	-	
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-	

See footnotes at end of table.

**Table 70. Paid vacations: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with formal provisions for paid vacations after selected periods of service, United States and selected metropolitan areas<sup>1</sup> by month of survey)

Vacation policy	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
<b>Amount of vacation pay<sup>2</sup>—Continued</b>									
After 30 years of service:									
2 weeks .....	-	-	2	-	-	-	12	-	-
Over 2 and under 3 weeks .....	1	-	-	-	-	-	-	-	-
3 weeks .....	2	5	-	-	2	1	6	-	-
Over 3 and under 4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	2	-	-
4 weeks .....	34	48	60	100	75	31	47	( <sup>3</sup> )	59
Over 4 and under 5 weeks .....	4	-	-	-	-	20	2	-	34
5 weeks .....	42	19	2	-	16	-	21	71	7
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-
6 weeks .....	-	1	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-
8 weeks .....	3	-	-	-	-	-	-	-	-
Maximum vacation:									
2 weeks .....	-	-	2	-	-	-	12	-	-
Over 2 and under 3 weeks .....	1	-	-	-	-	-	-	-	-
3 weeks .....	2	5	-	-	2	1	6	-	-
Over 3 and under 4 weeks .....	( <sup>3</sup> )	-	-	-	-	-	2	-	-
4 weeks .....	34	48	60	100	75	31	47	( <sup>3</sup> )	59
Over 4 and under 5 weeks .....	4	-	-	-	-	20	2	-	34
5 weeks .....	42	19	2	-	16	-	21	71	7
Over 5 and under 6 weeks .....	-	-	-	-	-	-	-	-	-
6 weeks .....	-	1	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-
8 weeks .....	3	-	-	-	-	-	-	-	-
Over 8 and under 9 weeks .....	-	-	-	-	-	-	-	-	-

<sup>1</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>2</sup> Workers receive vacations under consolidated leave plans.

<sup>3</sup> Less than 0.5 percent.

<sup>4</sup> Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example,

changes indicated at 8 years may include changes that occurred between 5 and 8 years.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

**Table 71. Health, insurance, and retirement plans: Registered nurses**

(Percent of workers in private hospitals with specified health, insurance, and retirement plans,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Type of plan	Northeast			South						
	United States (March)	Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Workers in establishments offering:										
Life insurance .....	99	97	100	100	100	100	100	100	100	100
Noncontributory plans .....	96	94	100	100	100	100	97	94	94	74
Accidental death and dismemberment insurance .....	81	43	94	92	96	94	100	100	80	97
Noncontributory plans .....	77	41	94	92	96	94	97	94	74	74
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	83	79	100	95	22	100	90	28	90	98
Sickness and accident insurance .....	24	8	28	37	16	71	4	8	4	37
Noncontributory plans .....	21	8	21	37	16	71	4	8	4	37
Sick leave (full pay, no waiting period) .....	67	79	100	95	7	100	88	20	74	92
Sick leave (partial pay or waiting period) .....	6	-	-	-	-	-	2	8	16	-
Sick leave part of consolidated leave plan .....	25	21	-	5	93	-	10	72	10	8
Long-term disability insurance .....	55	44	46	80	76	64	21	15	64	91
Noncontributory plans .....	47	40	42	75	63	57	16	15	46	72
Hospitalization, surgical, and medical insurance .....	95	100	90	100	100	96	100	100	100	100
Noncontributory plans .....	53	19	90	96	37	60	70	35	86	44
Health maintenance organizations .....	51	99	30	96	55	74	26	48	56	86
Noncontributory plans .....	20	19	30	73	5	34	-	-	47	31
Dental care .....	82	62	88	88	32	93	52	97	87	93
Noncontributory plans .....	49	5	84	86	6	62	31	31	58	33
Vision care .....	25	2	62	31	18	27	13	-	-	26
Noncontributory plans .....	18	-	58	30	-	18	-	-	-	9
Hearing care .....	13	-	32	5	7	6	24	-	-	6
Noncontributory plans .....	9	-	32	5	-	-	11	-	-	4
Alcohol and drug abuse treatment .....	85	100	84	56	100	89	100	100	100	60
Noncontributory plans .....	51	19	84	56	36	56	57	35	86	34
Retirement plans <sup>4</sup> .....	98	100	100	100	99	100	87	100	92	100
Pensions .....	94	99	100	100	95	100	66	93	86	100
Noncontributory plans .....	84	91	88	95	77	100	43	39	76	75
Lump sum .....	12	8	-	3	49	4	41	11	4	-
Noncontributory plans .....	4	4	-	3	31	-	7	-	4	-
Other retirement .....	2	-	2	1	-	-	-	4	1	13
Noncontributory plans .....	1	-	2	-	-	-	-	4	1	2

See footnotes at end of table.



**Table 71. Health, insurance, and retirement plans: Registered nurses—Continued**

(Percent of workers in private hospitals with specified health, insurance, and retirement plans,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Type of plan	Midwest				West				
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
All workers .....	100	100	100	100	100	100	100	100	100
Workers in establishments offering:									
Life insurance .....	100	100	100	100	92	100	100	100	100
Noncontributory plans .....	100	100	100	100	90	100	99	100	100
Accidental death and dismemberment insurance .....	64	79	89	27	78	76	70	96	93
Noncontributory plans .....	64	79	89	27	70	76	69	96	93
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	82	79	99	100	91	44	94	93	100
Sickness and accident insurance .....	34	9	83	-	12	2	13	40	-
Noncontributory plans .....	30	9	58	-	10	2	10	40	-
Sick leave (full pay, no waiting period) .....	52	79	65	100	91	43	79	93	100
Sick leave (partial pay or waiting period) .....	21	-	-	-	-	-	15	-	-
Sick leave part of consolidated leave plan .....	24	21	32	-	9	57	4	7	-
Long-term disability insurance .....	64	40	16	97	59	75	29	62	16
Noncontributory plans .....	46	25	16	97	50	75	14	62	16
Hospitalization, surgical, and medical insurance .....	80	100	100	100	92	96	93	96	73
Noncontributory plans .....	10	53	82	2	30	48	59	67	45
Health maintenance organizations .....	69	98	94	66	62	99	42	91	92
Noncontributory plans .....	12	31	71	-	-	34	24	68	90
Dental care .....	60	98	100	97	91	100	100	100	100
Noncontributory plans .....	15	52	84	95	53	76	61	77	100
Vision care .....	25	59	41	98	8	4	47	100	75
Noncontributory plans .....	7	27	41	47	-	4	41	77	73
Hearing care .....	8	23	2	98	17	-	14	75	63
Noncontributory plans .....	4	-	2	47	-	-	14	53	61
Alcohol and drug abuse treatment .....	77	100	94	98	90	100	83	92	100
Noncontributory plans .....	20	53	87	47	20	50	53	69	97
Retirement plans <sup>4</sup> .....	99	100	99	100	100	100	92	99	96
Pensions .....	97	100	99	100	99	100	87	99	93
Noncontributory plans .....	90	95	99	100	85	99	84	99	89
Lump sum .....	14	-	11	6	1	12	11	38	3
Noncontributory plans .....	11	-	-	-	-	4	8	38	-
Other retirement .....	10	-	-	-	-	-	-	-	-
Noncontributory plans .....	3	-	-	-	-	-	-	-	-

<sup>1</sup> Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and Social Security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

<sup>3</sup> Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately. Excludes workers who are covered by sick leave as part of a consolidated leave plan.

<sup>4</sup> Unduplicated total of workers covered by pension, lump sum, or other retirement plans shown separately.

NOTE: Dashes indicate that no data were reported.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.

**Table 72. Health, insurance, and retirement plans: Technical, clerical, and service workers**

(Percent of workers in private hospitals with specified health, insurance, and retirement plans;<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Type of plan	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Workers in establishments offering:										
Life insurance .....	99	96	100	100	100	100	100	100	100	100
Noncontributory plans .....	96	94	100	100	100	100	97	90	90	82
Accidental death and dismemberment insurance .....	82	43	91	95	98	92	99	100	80	98
Noncontributory plans .....	78	41	91	95	98	92	96	90	69	82
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	86	83	100	97	40	100	90	36	86	97
Sickness and accident insurance .....	25	9	28	41	16	73	3	5	3	40
Noncontributory plans .....	22	8	22	41	16	73	3	5	3	40
Sick leave (full pay, no waiting period) .....	70	81	100	97	15	100	85	31	75	86
Sick leave (partial pay or waiting period) .....	6	-	-	-	9	-	5	5	11	-
Sick leave part of consolidated leave plan .....	22	19	-	3	76	-	10	64	14	14
Long-term disability insurance .....	50	50	48	77	77	62	26	24	69	91
Noncontributory plans .....	43	46	43	77	67	52	20	24	45	80
Hospitalization, surgical, and medical insurance .....	95	100	88	100	100	95	100	100	100	100
Noncontributory plans .....	54	21	88	97	42	55	59	42	77	45
Health maintenance organizations .....	50	99	33	96	49	72	20	30	53	82
Noncontributory plans .....	21	26	33	78	4	32	-	-	42	34
Dental care .....	80	63	86	93	40	92	59	97	83	93
Noncontributory plans .....	48	5	82	88	10	60	38	39	50	37
Vision care .....	25	2	55	37	16	25	10	-	-	23
Noncontributory plans .....	18	-	51	35	-	16	-	-	-	10
Hearing care .....	13	-	28	5	5	7	22	-	-	9
Noncontributory plans .....	9	-	28	5	-	-	12	-	-	6
Alcohol and drug abuse treatment .....	84	100	82	61	100	85	100	100	100	61
Noncontributory plans .....	52	21	82	61	36	50	59	42	77	36
Retirement plans <sup>4</sup> .....	97	100	100	100	95	100	86	100	100	100
Pensions .....	94	99	100	100	92	100	72	96	77	100
Noncontributory plans .....	84	91	92	95	70	100	46	56	64	77
Lump sum .....	11	11	-	5	42	3	28	18	7	-
Noncontributory plans .....	4	1	-	5	26	-	4	-	7	-
Other retirement .....	3	-	4	2	-	-	-	6	3	14
Noncontributory plans .....	1	-	4	-	-	-	-	6	3	4

See footnotes at end of table.

**Table 72. Health, insurance, and retirement plans: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with specified health, insurance, and retirement plans,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Type of plan	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
All workers .....	100	100	100	100	100	100	100	100	100
Workers in establishments offering:									
Life insurance .....	100	100	100	100	90	100	100	100	100
Noncontributory plans .....	100	100	100	100	87	100	99	100	100
Accidental death and dismemberment insurance .....	68	72	86	43	80	79	76	76	93
Noncontributory plans .....	68	72	86	43	73	79	76	75	93
Sickness and accident insurance or sick leave or both <sup>3</sup> .....	90	72	99	100	93	54	94	75	100
Sickness and accident insurance .....	47	10	85	48	14	3	10	19	-
Noncontributory plans .....	43	10	56	48	10	3	7	19	-
Sick leave (full pay, no waiting period) .....	62	72	62	100	93	52	82	71	100
Sick leave (partial pay or waiting period) .....	17	-	-	-	-	-	11	4	-
Sick leave part of consolidated leave plan .....	17	28	35	-	7	48	3	25	-
Long-term disability insurance .....	50	43	19	47	64	78	28	34	19
Noncontributory plans .....	39	25	19	47	56	78	13	34	19
Hospitalization, surgical, and medical insurance .....	91	100	100	100	92	94	96	96	75
Noncontributory plans .....	15	39	81	9	33	39	60	63	45
Health maintenance organizations .....	78	95	94	65	61	93	40	81	91
Noncontributory plans .....	19	22	72	-	-	35	22	52	88
Dental care .....	59	99	100	95	90	100	100	100	100
Noncontributory plans .....	16	38	89	90	49	65	61	85	100
Vision care .....	25	60	49	96	8	10	44	100	73
Noncontributory plans .....	10	19	43	45	-	10	38	85	70
Hearing care .....	11	32	4	96	21	-	12	52	62
Noncontributory plans .....	6	-	4	45	-	-	12	37	60
Alcohol and drug abuse treatment .....	87	100	91	97	90	100	84	89	100
Noncontributory plans .....	28	39	86	45	22	42	54	74	98
Retirement plans <sup>4</sup> .....	99	100	98	100	100	100	91	96	93
Pensions .....	96	100	98	100	98	100	97	96	91
Noncontributory plans .....	82	97	98	100	85	99	79	96	86
Lump sum .....	15	-	14	5	2	10	14	42	2
Noncontributory plans .....	10	-	-	-	-	-	7	42	-
Other retirement .....	12	-	-	-	-	-	-	-	-
Noncontributory plans .....	3	-	-	-	-	-	-	-	-

<sup>1</sup> Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and Social Security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

<sup>3</sup> Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately. Excludes workers who are covered by sick leave as part of a consolidated leave plan.

<sup>4</sup> Unduplicated total of workers covered by pension, lump sum, or other retirement plans shown separately.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.

NOTE: Dashes indicate that no data were reported.



**Table 73. Health plan participation: Registered nurses**

(Percent of workers in private hospitals participating in specified health plans,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Type of plan	Northeast					South				
	United States (March)	Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Hospitalization, surgical, and medical insurance .....	72	46	97	71	73	70	81	54	90	71
Noncontributory plans .....	46	15	87	67	32	45	66	33	79	40
Health maintenance organizations .....	18	40	3	25	13	20	10	30	6	25
Noncontributory plans .....	8	7	3	22	( <sup>3</sup> )	8	-	-	5	16
Dental care .....	74	52	98	97	26	85	48	80	72	86
Noncontributory plans .....	48	5	84	94	6	62	31	30	57	48
Vision care .....	20	1	68	32	15	23	9	-	-	22
Noncontributory plans .....	16	-	55	31	-	18	-	-	-	9
Hearing care .....	11	-	39	4	2	4	21	-	-	4
Noncontributory plans .....	8	-	33	4	-	-	11	-	-	3
Alcohol and drug abuse care .....	77	86	93	59	85	81	91	84	96	56
Noncontributory plans .....	51	19	88	59	35	56	54	33	85	32
	Midwest					West				
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)	
	100	100	100	100	100	100	100	100	100	
	47	64	74	48	64	49	80	40	38	
	10	32	74	2	28	28	57	29	36	
	29	27	20	33	16	41	14	59	61	
	7	8	13	-	-	16	9	47	59	
	46	83	97	96	81	93	89	99	98	
	15	49	73	94	53	74	61	77	98	
	15	43	12	87	2	2	44	83	69	
	2	26	12	47	-	2	39	69	67	
	1	2	-	87	7	-	13	66	63	
	( <sup>3</sup> )	-	-	47	-	-	13	45	61	
	67	91	81	88	70	91	73	91	99	
	18	50	81	47	20	49	51	69	97	

<sup>1</sup> For definitions of items, see appendix A. Includes those plans for which the employer pays at least part of the cost. "Noncontributory plans" include only those financed entirely by the employer. Percentages of employees participating in some of these plans may exceed the percentages to whom the plans were offered. (See table 71.) Data in that table are to employees in establishments where a majority of workers are offered a plan. Data in this table include all participants, even those from establishments offering plans to a minority of their workers.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.  
<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

**Table 74. Health plan participation: Technical, clerical, and service workers**

(Percent of workers in private hospitals participating in specified health plans,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Type of plan	Northeast				South					
	United States (March)	Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Hospitalization, surgical, and medical insurance .....	71	45	94	70	75	70	85	71	85	67
Noncontributory plans .....	46	16	82	67	36	43	57	42	71	39
Health maintenance organizations .....	17	42	5	28	11	22	7	19	6	26
Noncontributory plans .....	8	10	5	25	( <sup>1</sup> )	10	-	-	5	19
Dental care .....	71	52	96	97	33	85	51	85	70	78
Noncontributory plans .....	46	5	80	91	9	60	33	39	50	51
Vision care .....	21	1	64	37	15	22	6	-	-	18
Noncontributory plans .....	17	-	48	35	-	16	-	-	-	10
Hearing care .....	11	-	36	4	1	5	18	-	-	7
Noncontributory plans .....	8	-	28	4	-	-	12	-	-	5
Alcohol and drug abuse care .....	76	85	92	54	86	78	92	90	91	51
Noncontributory plans .....	52	21	84	54	36	50	58	42	77	34
West										
Midwest										
Chicago (April)		Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)	
All workers .....	100	100	100	100	100	100	100	100	100	
Hospitalization, surgical, and medical insurance .....	53	66	75	46	64	49	78	51	38	
Noncontributory plans .....	14	23	75	4	31	21	55	42	35	
Health maintenance organizations .....	29	25	19	35	16	35	16	48	62	
Noncontributory plans .....	9	6	12	-	-	15	6	39	60	
Dental care .....	44	79	96	91	79	86	90	99	99	
Noncontributory plans .....	14	36	82	86	49	59	59	85	99	
Vision care .....	11	40	16	82	1	4	41	88	67	
Noncontributory plans .....	2	19	12	42	-	4	37	78	65	
Hearing care .....	2	4	-	82	10	-	12	48	62	
Noncontributory plans .....	( <sup>1</sup> )	-	-	42	-	-	12	33	60	
Alcohol and drug abuse care .....	74	91	74	84	70	84	75	89	99	
Noncontributory plans .....	23	36	74	42	22	38	49	74	97	

<sup>1</sup> For definitions of items, see appendix A. Includes those plans for which the employer pays at least part of the cost. "Noncontributory plans" include only those financed entirely by the employer. Percentages of employees participating in some of these plans may exceed the percentages to whom the plans were offered. (See table 72.) Data in that table relate to employees in establishments where a *majority* of workers are offered a plan. Data in this table include all participants, even those from establishments offering plans to a minority of their workers.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.  
<sup>3</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

**Table 75. Other selected benefits: Registered nurses**

(Percent of workers in private hospitals with formal provisions for selected benefits,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Benefit	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Workers in hospitals with provisions for:										
Funeral leave .....	95	93	98	98	87	100	92	97	100	94
Jury-duty leave .....	96	100	98	92	100	100	100	100	100	100
Paid personal leave .....	31	11	84	83	2	62	25	9	23	51
Paid personal leave part of consolidated leave plan .....	24	15	-	8	93	-	4	68	9	9
Direct medical care .....	64	50	70	50	52	94	59	72	88	51
<b>Child-care benefits</b>										
Employer-sponsored day care .....	14	13	7	16	48	10	21	73	-	13
Noncontributory .....	4	-	3	3	7	-	21	18	-	6
Cost of child-care .....	9	10	-	16	11	16	37	-	5	3
Noncontributory .....	3	-	-	3	-	-	-	-	-	-
Information and referral .....	17	39	8	7	7	30	21	-	-	8
Noncontributory .....	16	32	8	7	7	30	21	-	-	8
Other child-care benefit .....	6	-	-	1	-	-	2	-	9	1
Noncontributory .....	4	-	-	-	-	-	2	-	9	1
Alternative work schedule .....	55	59	25	48	100	60	90	94	89	82

See footnotes at end of table.



**Table 75. Other selected benefits: Registered nurses—Continued**

(Percent of workers in private hospitals with formal provisions for selected benefits,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Benefit	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
All workers .....	100	100	100	100	100	100	100	100	100
Workers in hospitals with provisions for:									
Funeral leave .....	100	100	100	100	94	100	91	100	100
Jury-duty leave .....	100	100	100	99	100	100	34	78	100
Paid personal leave .....	39	41	52	3	-	4	24	-	4
Paid personal leave part of consolidated leave plan .....	24	21	32	-	9	57	1	7	-
Direct medical care .....	60	72	100	2	71	63	74	39	67
<b>Child-care benefits</b>									
Employer-sponsored day care .....	10	7	1	24	23	31	19	-	37
Noncontributory .....	1	-	-	-	11	17	-	-	-
Cost of child-care .....	12	-	-	-	26	1	-	-	-
Noncontributory .....	5	-	-	-	11	1	-	-	-
Information and referral .....	14	25	18	4	9	48	14	-	4
Noncontributory .....	14	25	18	4	9	48	14	-	4
Other child-care benefit .....	1	4	9	-	10	2	4	-	-
Noncontributory .....	-	4	4	-	-	-	4	-	-
Alternative work schedule .....	48	18	62	15	70	99	60	-	69

<sup>1</sup> For definition of items, see appendix A.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.

NOTE: Dashes indicate no data.

**Table 76. Other selected benefits: Technical, clerical, and service workers**

(Percent of workers in private hospitals with formal provisions for selected benefits,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Benefit	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Workers in hospitals with provisions for:										
Funeral leave .....	94	95	98	97	90	100	92	87	99	94
Jury-duty leave .....	95	100	98	96	100	100	100	100	100	100
Paid personal leave .....	33	19	89	88	7	62	21	13	34	52
Paid personal leave part of consolidated leave plan .....	21	23	-	4	85	-	3	58	12	15
Direct medical care .....	65	47	74	43	50	90	52	64	91	44
Child-care benefits										
Employer-sponsored day care .....	13	13	6	13	40	8	14	60	-	17
Noncontributory .....	4	-	2	2	5	-	14	25	-	6
Cost of child-care .....	8	8	-	13	7	15	32	-	5	3
Noncontributory .....	2	-	-	2	-	-	-	-	-	-
Information and referral .....	15	39	9	5	5	31	14	-	-	4
Noncontributory .....	15	33	9	5	5	31	14	-	-	4
Other child-care benefit .....	5	-	-	2	-	-	7	-	11	1
Noncontributory .....	3	-	-	-	-	-	7	-	11	1

See footnotes at end of table.

**Table 76. Other selected benefits: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with formal provisions for selected benefits,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Benefit	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
All workers .....	100	100	100	100	100	100	100	100	100
Workers in hospitals with provisions for:									
Funeral leave .....	100	100	100	100	95	100	96	100	100
Jury-duty leave .....	100	100	100	99	100	100	39	85	100
Paid personal leave .....	33	35	44	7	-	10	20	-	-
Paid personal leave part of consolidated leave plan .....	14	28	35	-	7	48	1	29	-
Direct medical care .....	58	77	100	4	70	61	80	38	62
<b>Child-care benefits</b>									
Employer-sponsored day care .....	10	9	2	29	23	28	18	-	35
Noncontributory .....	2	-	-	-	11	8	-	-	-
Cost of child-care .....	8	-	-	-	22	1	-	-	-
Noncontributory .....	2	-	-	-	11	1	-	-	-
Information and referral .....	14	19	21	2	6	39	10	-	4
Noncontributory .....	14	19	21	2	6	39	10	-	4
Other child-care benefit .....	2	4	9	-	12	9	4	-	-
Noncontributory .....	-	4	3	-	-	-	4	-	-

<sup>1</sup> For definition of items, see appendix A.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.

NOTE: Dashes indicate no data.



**Table 77. Consolidated leave plans: Registered nurses**

(Percent of workers in private hospitals with formal provisions for consolidated leave plans,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Consolidated leave provisions	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
<b>Allocation of consolidated leave</b>										
Workers in hospitals with consolidated leave .....	34	22	-	17	93	-	10	72	17	40
<b>Consolidated leave plans<sup>3</sup></b>										
Allocated .....	9	-	-	8	4	-	-	-	6	31
Not allocated .....	25	22	-	8	90	-	10	72	10	9
<b>After 1 year of service:</b>										
Over 1 and under 2 weeks .....	1	-	-	-	-	-	-	-	-	-
2 weeks .....	1	-	-	-	-	-	6	-	-	-
Over 2 and under 3 weeks .....	1	-	-	-	-	-	-	-	-	-
Over 3 and under 4 weeks .....	2	-	-	-	5	-	-	-	-	-
4 weeks .....	1	-	-	-	-	-	-	-	-	4
Over 4 and under 5 weeks .....	9	1	-	-	33	-	4	50	9	-
5 weeks .....	4	-	-	5	-	-	-	-	-	-
Over 5 and under 6 weeks .....	4	1	-	-	51	-	-	22	1	5
6 weeks .....	1	-	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks .....	1	21	-	4	-	-	-	-	-	-
<b>After 5 years of service:</b>										
3 weeks .....	1	-	-	-	-	-	6	-	-	-
Over 3 and under 4 weeks .....	(*)	-	-	-	-	-	-	-	-	-
4 weeks .....	(*)	-	-	-	-	-	-	-	-	3
Over 4 and under 5 weeks .....	3	-	-	-	5	-	-	-	-	-
5 weeks .....	2	-	-	-	-	-	-	-	-	-
Over 5 and under 6 weeks .....	10	1	-	-	33	-	4	68	10	1
6 weeks .....	3	-	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks .....	5	8	-	5	51	-	-	4	-	5
7 weeks .....	(*)	-	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	1	13	-	4	-	-	-	-	-	-
<b>Maximum benefit:</b>										
4 weeks .....	1	-	-	-	-	-	6	-	-	-
Over 4 and under 5 weeks .....	(*)	-	-	-	5	-	-	-	-	-
Over 5 and under 6 weeks .....	3	1	-	-	7	-	-	68	-	1
6 weeks .....	3	-	-	-	16	-	-	-	-	3
Over 6 and under 7 weeks .....	6	-	-	-	10	-	4	-	9	-
7 weeks .....	4	-	-	5	-	-	-	-	-	-
Over 7 and under 8 weeks .....	5	-	-	4	24	-	-	4	-	3
8 weeks .....	1	-	-	-	-	-	-	-	-	-
Over 8 and under 9 weeks .....	2	21	-	-	28	-	-	-	1	2
Over 9 weeks .....	(*)	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

**Table 77. Consolidated leave plans: Registered nurses—Continued**

(Percent of workers in private hospitals with formal provisions for consolidated leave plans,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Consolidated leave provisions	Midwest					West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)
All workers .....	100	100	100	100	100	100	100	100	100
<b>Allocation of consolidated leave</b>									
Workers in hospitals with consolidated leave .....	33	24	32	-	9	79	34	7	54
<b>Consolidated leave plans<sup>3</sup></b>									
Allocated .....	9	3	-	-	-	22	29	-	54
Not allocated .....	24	21	32	-	9	57	5	7	-
<b>After 1 year of service:</b>									
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	-	-
Over 2 and under 3 weeks .....	-	-	-	-	-	-	-	-	-
Over 3 and under 4 weeks .....	1	-	9	-	-	24	-	-	-
Over 4 and under 5 weeks .....	-	-	3	-	-	4	-	-	-
Over 5 and under 6 weeks .....	14	-	20	-	6	28	1	-	-
Over 6 and under 7 weeks .....	8	21	-	-	3	-	4	1	-
Over 7 and under 8 weeks .....	-	-	-	-	-	2	-	6	-
Over 8 and under 9 weeks .....	-	-	-	-	-	-	-	-	-
Over 9 weeks .....	-	-	-	-	-	-	-	-	-
<b>After 5 years of service:</b>									
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-
Over 4 and under 5 weeks .....	6	-	3	-	-	-	-	-	-
Over 5 and under 6 weeks .....	9	-	9	-	6	1	-	-	-
Over 6 and under 7 weeks .....	8	-	20	-	-	54	1	-	-
Over 7 and under 8 weeks .....	-	21	-	-	3	2	-	1	-
Over 8 and under 9 weeks .....	-	-	-	-	-	-	-	6	-
Over 9 weeks .....	-	-	-	-	-	-	4	-	-
<b>Maximum benefit:</b>									
Over 4 and under 5 weeks .....	5	-	-	-	-	-	-	-	-
Over 5 and under 6 weeks .....	1	-	8	-	-	1	-	-	-
Over 6 and under 7 weeks .....	6	-	4	-	-	-	-	-	-
Over 7 and under 8 weeks .....	12	-	20	-	-	52	1	-	-
Over 8 and under 9 weeks .....	-	-	-	-	6	4	-	-	-
Over 9 weeks .....	-	21	-	-	3	-	-	1	-
Over 10 weeks .....	-	-	-	-	-	-	4	6	-

<sup>1</sup> For definition of items, see appendix A.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>3</sup> For definition of consolidated leave plans, see appendix A.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.  
Dashes indicate that no data were reported.

**Table 78. Consolidated leave plans: Technical, clerical, and service workers**

(Percent of workers in private hospitals with formal provisions for consolidated leave plans,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Consolidated leave provisions	United States (March)	Northeast			South					
		Boston (January)	New York (February)	Philadelphia (March)	Atlanta (February)	Baltimore (April)	Dallas (April)	Fort Worth- Arlington (April)	Houston (March)	Washington (April)
All workers .....	100	100	100	100	100	100	100	100	100	100
Allocation of consolidated leave										
Workers in hospitals with consolidated leave .....	32	28	-	10	85	-	10	64	24	40
Consolidated leave plans <sup>3</sup>										
Allocated .....	10	-	-	6	5	-	-	-	10	24
Not allocated .....	22	28	-	4	80	-	10	64	14	15
After 1 year of service:										
Over 1 and under 2 weeks .....	1	-	-	-	-	-	-	-	-	-
Over 2 weeks .....	1	-	-	-	-	-	7	-	-	-
Over 2 and under 3 weeks .....	1	-	-	-	-	-	-	-	-	-
Over 3 and under 4 weeks .....	2	1	-	-	4	-	-	-	-	-
Over 4 weeks .....	2	-	-	3	-	-	-	-	-	6
Over 4 and under 5 weeks .....	9	-	-	-	29	-	3	33	14	-
Over 5 weeks .....	2	-	-	-	-	-	-	-	-	-
Over 5 and under 6 weeks .....	4	2	-	1	47	-	-	31	-	10
Over 6 weeks .....	1	-	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks .....	1	17	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	(*)	8	-	-	-	-	-	-	-	-
After 5 years of service:										
Over 3 weeks .....	1	-	-	-	-	-	7	-	-	-
Over 3 and under 4 weeks .....	(*)	-	-	-	-	-	-	-	-	-
Over 4 weeks .....	(*)	-	-	-	-	-	-	-	-	5
Over 4 and under 5 weeks .....	3	1	-	-	4	-	-	-	1	-
Over 5 weeks .....	3	-	-	3	-	-	-	-	-	-
Over 5 and under 6 weeks .....	8	-	-	-	29	-	3	58	12	1
Over 6 weeks .....	2	-	-	-	-	-	-	-	-	-
Over 6 and under 7 weeks .....	4	5	-	1	47	-	-	6	-	10
Over 7 weeks .....	(*)	-	-	-	-	-	-	-	-	-
Over 7 and under 8 weeks .....	1	22	-	-	-	-	-	-	-	-
Over 8 and under 9 weeks .....	(*)	-	-	-	-	-	-	-	-	-
Maximum benefit:										
Over 4 and under 5 weeks .....	1	-	-	-	4	-	7	-	-	-
Over 5 and under 6 weeks .....	2	1	-	-	5	-	-	58	-	1
Over 6 and under 7 weeks .....	10	-	-	-	24	-	3	-	12	5
Over 7 and under 8 weeks .....	6	-	-	4	22	-	-	6	1	7
Over 8 and under 9 weeks .....	2	27	-	-	25	-	-	-	-	3
Over 9 weeks .....	(*)	-	-	-	-	-	-	-	-	-

See footnotes at end of table.



**Table 78. Consolidated leave plans: Technical, clerical, and service workers—Continued**

(Percent of workers in private hospitals with formal provisions for consolidated leave plans,<sup>1</sup> United States and selected metropolitan areas<sup>2</sup> by month of survey)

Consolidated leave provisions	Midwest						West			
	Chicago (April)	Cleveland (March)	Detroit (March)	Minneapolis- St. Paul (March)	St. Louis (March)	Denver (April)	Los Angeles- Long Beach (April)	San Francisco (March)	Seattle (March)	
All workers .....	100	100	100	100	100	100	100	100	100	
Allocation of consolidated leave										
Workers in hospitals with consolidated leave .....	30	30	35	-	7	75	34	35	-	
Consolidated leave plans <sup>3</sup>										
Allocated .....	16	3	-	-	-	26	29	6	-	
Not allocated .....	14	28	35	-	7	48	5	29	-	
After 1 year of service:										
Over 1 and under 2 weeks .....	-	-	-	-	-	-	-	-	-	
Over 2 weeks .....	-	-	-	-	-	-	-	-	-	
Over 2 and under 3 weeks .....	-	-	-	-	-	21	-	-	-	
Over 3 and under 4 weeks .....	1	-	8	-	-	5	-	-	-	
Over 4 weeks .....	-	-	4	-	-	-	-	-	-	
Over 4 and under 5 weeks .....	9	-	24	-	5	21	1	-	-	
Over 5 weeks .....	-	-	-	-	-	3	-	4	-	
Over 5 and under 6 weeks .....	4	28	-	-	2	-	3	13	-	
Over 6 weeks .....	-	-	-	-	-	-	-	-	-	
Over 6 and under 7 weeks .....	-	-	-	-	-	-	-	12	-	
Over 7 and under 8 weeks .....	-	-	-	-	-	-	-	-	-	
After 5 years of service:										
Over 3 weeks .....	-	-	-	-	-	-	-	-	-	
Over 3 and under 4 weeks .....	-	-	-	-	-	-	-	-	-	
Over 4 weeks .....	-	-	4	-	-	-	-	-	-	
Over 4 and under 5 weeks .....	4	-	8	-	5	1	-	-	-	
Over 5 weeks .....	-	-	-	-	-	-	-	-	-	
Over 5 and under 6 weeks .....	6	-	24	-	-	44	1	-	-	
Over 6 weeks .....	4	-	-	-	-	3	-	-	-	
Over 6 and under 7 weeks .....	-	28	-	-	2	-	-	-	-	
Over 7 weeks .....	-	-	-	-	-	-	-	4	-	
Over 7 and under 8 weeks .....	-	-	-	-	-	-	3	13	-	
Over 8 and under 9 weeks .....	-	-	-	-	-	-	-	12	-	
Maximum benefit:										
Over 4 and under 5 weeks .....	4	-	-	-	-	-	-	-	-	
Over 5 and under 6 weeks .....	1	-	8	-	-	1	-	-	-	
Over 6 and under 7 weeks .....	3	-	28	-	-	41	1	-	-	
Over 7 and under 8 weeks .....	6	-	-	-	5	6	-	-	-	
Over 8 and under 9 weeks .....	-	28	-	-	2	-	-	17	-	
Over 9 weeks .....	-	-	-	-	-	-	3	12	-	

<sup>1</sup> For definition of items, see appendix A.

<sup>2</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>3</sup> For definition of consolidated leave plans, see appendix A.

<sup>4</sup> Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.  
Dashes indicate that no data were reported.

# Appendix A. Scope and Method Of Survey

## Scope of survey

The survey includes private hospitals (part of industry 806 as defined in the 1972 edition of the Standard Industrial Classification Manual prepared by the U.S. Office of Management and Budget). For the purposes of this study, private hospitals include investor-owned or for-profit and voluntary or nonprofit hospitals. Federal and nonfederal government hospitals were excluded, as were hospices, sanatoria, rest homes, convalescent homes, curative baths or spas, and other institutions that do not admit persons for the express purpose of providing medical, psychiatric, or surgical care.

The hospitals studied were selected from those employing 100 workers or more at the time of reference of the universe data. Table A-1 shows the number of hospitals and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

## Method of study

Data were obtained by personal visits of the Bureau's field representatives to a probability-based sample of hospitals within the scope of the survey. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small hospitals was studied. In combining the data, each hospital was given an appropriate weight. All estimates are presented, therefore, as relating to all hospitals, excluding only those below the minimum size at the time of reference of the universe data.

## Payroll reference period

Data for the survey were collected between November 1988 and June 1989. The Bureau's field economists were instructed to obtain data for the latest payroll period available at the time of their visits. The payroll reference period reported for each area is a weighted average of the payroll reference months of the data obtained from each hospital surveyed in the area. Similarly, the nationwide payroll reference period (March) is a weighted average of the data obtained from all survey establishments.

## Hospital definition

A hospital is defined for this study as all operations of an organization in a metropolitan area or nonmetropolitan county where medical, psychiatric, surgical, or spe-

cialty hospital services are provided. Short-term hospitals are those in which patients stay an average of less than 30 days. The terms "establishment" and "hospital" are used interchangeably in this report.

## Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the labor force in the industry, rather than as precise measures of employment. Estimates of total employment include full-time, part-time, executive, and administrative employees as well as members of religious orders. Students and volunteers were not considered as employees.

## Full-time employees

For the purpose of this study, full-time employees were considered to be those who were hired to work a regular weekly schedule of 35 hours or more.

## Occupational classification

*Health care and related occupations.* Occupational classification was based on a uniform set of job descriptions designed to take account of interhospital and interarea variations in duties within the same job. (See appendix B for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation; the usefulness of the data in collective bargaining; and appropriate representation of hospital staffing patterns.

Wage data for selected occupations are presented separately for full-time and regularly employed part-time workers. Apprentices, learners, beginners, trainees, and handicapped, temporary, probationary workers, and members of religious orders were not reported in the data for selected occupations unless specifically included in the job definition.

"Registered nurses" include full-time staff nurses, head nurses, clinical specialists, nurse anesthetists, nursing instructors, and nurse practitioners.

"Technical, clerical, and service workers" include full-time office clerical, technical support, protective service, and other such occupations that do not require full knowledge of a professional or administrative field of work or the application of a high level of creativity, originality, analytical ability, or independent judgment. Job



performance skills are typically acquired through on-the-job experience and/or specific training which is less than that usually represented by a college degree.

These skills include the application of a practical knowledge of established procedures, practices, precedents, and guidelines. Also included are skilled, semi-skilled, and unskilled trades, craft, and production occupations; manual labor occupations; custodial occupations; and operatives.

*Other professional, technical, and clerical occupations.* Employees are classified by occupation and work level using job descriptions (appendix B) prepared jointly by the Bureau of Labor Statistics and the Office of Personnel Management. Descriptions are designed to reflect duties and responsibilities of employees in private industry and to be translatable to specific General Schedule grades applying to Federal employees. Thus, definitions of some occupations and work levels are limited to specific elements which can be classified uniformly among establishments.

### **Wage data**

Information on wages relates to straight-time weekly (or hourly) earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts, as well as the value of room, board, or other perquisites provided in addition to cash payments. Cost-of-living bonuses were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or yearend bonuses, and other non-production bonuses.

Average (mean) rates or earnings for each occupation or category of workers were calculated by weighting each rate (or earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. Average weekly earnings relate to salaries that are paid for standard work schedules and are rounded to the nearest half dollar. Standard weekly hours are rounded to the nearest half hour.

### **Metropolitan statistical areas**

The term "metropolitan areas," as used in this bulletin, refers to metropolitan statistical areas (MSA's) as defined by the U.S. Office of Management and Budget through June 1988. In general, an MSA is defined as a county or group of contiguous counties which contains at least one central city of at least 50,000 inhabitants or a central urbanized area of at least 100,000. Counties contiguous to the one containing such a city or area are included in an MSA if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more impor-

tant than the county, they are the units used in defining MSA's.

### **Scheduled weekly hours**

Data on weekly hours refer to the predominant work schedule for full-time employees who worked on the day shift in each of the two major occupational categories.

Data were also obtained on the incidence of alternative work schedules for registered nurses. These plans vary widely from hospital to hospital. Typical plans include the "weekend alternative" or "weekend bonus" plan which usually provides two 12-hour shifts per week; and the "3 x 12" plan (three 12-hour shifts per week).

### **Shift work**

Data are provided for the number of registered professional nurses employed on evening and night shifts by hospitals with formal shift provisions.

### **Employee benefits**

Employee benefits in a hospital were considered applicable to all workers in an occupational group if they applied to half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

*Paid holidays.* Paid holiday provisions relate to full-day and half-day holidays provided annually.

*Paid vacations.* The summaries of vacation plans are limited to formal arrangements and exclude informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. The periods of service for which data are presented do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 8 years of service may include changes which occurred between 5 and 8 years.

*Consolidated leave plans.* These plans typically provide for the accrual of leave benefits to be used in lieu of separate provisions for holiday, vacation, sick leave, and/or personal leave. The periods of service for which data are presented do not necessarily reflect individual establishment provisions for progression.

*Insurance, health, and retirement plans.* Data are presented for plans for which the employer pays all or a part of the cost. The benefits may be underwritten by a commercial insurance company, paid directly by the employer or union, or provided by a health maintenance organization (HMO). Workers provided the option of an insurance plan or an HMO are reported under both types of plans. Legally required plans such as Social Security, workers' disability



compensation, and temporary disability insurance are excluded.<sup>1</sup>

Life insurance includes formal plans providing indemnity (usually through an insurance policy) in case of death of the covered worker. Accidental death and dismemberment insurance is limited to plans which provide benefit payments in case of death or loss of limb or sight as a direct result of an accident.

Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability.

Tabulations of paid sick leave plans are limited to formal plans<sup>2</sup> which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of sick leave, sickness and accident insurance, or both, or after a specified period of disability (typically 6 months). Payments are made until the end of disability, a maximum age, or eligibility for retirement benefits. Payments may be full or partial, but are almost always reduced by Social Security, workers' compensation, and private pension benefits payable to the disabled employee.

Hospitalization, surgical, and medical insurance plans provide at least partial payment for: 1) hospital room charges, 2) inpatient surgery; and 3) doctors' fees for hospital, office, or home visits. These plans typically cover other expenses such as outpatient surgery and prescription drugs.

An HMO provides comprehensive medical care in return for preestablished fees. Unlike insurance, HMO's cover routine preventive care as well as care required because of an illness and do not have deductibles or coin-

<sup>1</sup> Temporary disability insurance providing benefits to workers disabled by injury or illness which is not work-connected is mandatory under State laws in California, New Jersey, New York, and Rhode Island. Plans which meet only the legal requirements are excluded from these data, but those under which (1) employers contribute more than is legally required or (2) benefits exceed those specified in the State law are included. In Rhode Island, benefits are paid out of a State fund to which only employees contribute. In each of the other three States, benefits are paid either from a State fund or through a private plan.

*State fund financing:* In California, only employees contribute to the State fund; in New Jersey, employees and employers contribute; in New York, employees contribute up to a specified maximum and employers pay the difference between the employees' share and the total contribution required.

*Private plan financing:* In California and New Jersey, employees cannot be required to contribute more than they would if they were covered by the State fund; in New York, employees can agree to contribute more if the State rules that the additional contribution is commensurate with the benefit provided.

<sup>2</sup> An establishment is considered as having a formal plan if it specifies at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances determined on an individual basis are excluded.

surance (although there may be small fixed copayments for selected services). HMO's may provide services through their own facilities; through contracts with hospitals, physicians, and other providers, such as individual practice associations (IPA's); or through a combination of methods.

Dental care plans provide at least partial payment for routine dental care, such as checkups and cleanings, fillings, and X-rays. Excluded are plans which cover only oral surgery or care required as the result of an accident.

Vision care plans provide at least partial payment for routine eye examinations and/or eyeglasses. Plans which restrict benefits to certain kinds of surgery or care required as the result of an accident are not reported.

Hearing care plans provide at least partial payment for hearing examinations, hearing aids, or both.

Alcohol and drug abuse treatment plans provide at least partial payment for institutional treatment (in a hospital or specialized facility) for addiction to alcohol or drugs.

Direct care refers to formal practices by hospitals of providing free or discounted health care services to employees. Private or informal arrangements between a physician and patient are not included.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for lump-sum retirement plans (one payment or several over a specified period of time) made to employees on retirement. Systems providing both lump-sum payments and pensions were included in the data for each, but systems having optional plans providing employees a choice of either lump-sum payments or pensions were considered as having only pension benefits.

*Health plan participation.* Data relate to the proportion of workers participating in selected health care plans. A plan is included even though it is offered only to a minority of workers, or a majority of the employees in establishment do not choose to participate in it.

*Paid funeral and jury-duty leave.* Data relate to plans which provide at least partial payment for the time lost as a result of attending funerals of specified family members or serving as a juror.<sup>3</sup>

*Paid personal leave plans.* Are designed to allow workers to be absent from work for variety of personal reasons.

*Employer-sponsored day care.* Includes plans under which the employers provides the space or the staff for the care of employees' children. The space provided may be located

<sup>3</sup> When paid jury-duty leave is required by law, as it is in Alabama, Nebraska, Tennessee, and parts of Florida and Massachusetts, plans are included only if the employer provides the employees with benefits exceeding the legal requirement.

either in the hospital or nearby. The staff of the facility may consist of employees of the hospital, a contractor, or a cooperative set up to manage the day-care center. Also included are day-care consortia set up by several establishments. In some cases, the employer pays the full cost of providing the space and the staff while in others the cost is shared with the employees.

Data refer to the proportion of workers in establishments providing the following child care-benefits:

*Cost of child care.* Regular reimbursement of child care expenses through flexible spending accounts, voucher systems, or other methods. Also includes any arrangement between an employer and a child-care center to provide care for employees' children free or at a discount.

*Information and referral services.* A formal program that

allows the employer to direct employees to the most suitable child-care providers. Services can range from a simple list of local child-care providers to the maintenance of an information system containing such items as availability of space, type of care, etc. These services do not include informal arrangements such as an employees' bulletin board where child-care providers can post notices.

*Other.* Includes paying for babysitting expenses when employees work overtime, allowing employees to bring children to work, or organizing seminars and informational meetings on child-care and parenting problems.

*Contracted services.* The tabulations refer to services the hospital may purchase from a contractor for performance on the premises in lieu of maintaining its own staff to provide services. The data refer only to arrangements that cover the entire service, not just the management function.

**Table A-1. Estimated number of establishments and workers within the scope of the survey and the number studied, private hospitals, 1989**

Locality <sup>1</sup>	Number of establishments <sup>2</sup>		Workers in establishments			
	Within scope of study	Actually studied	Within scope of study			Total actually studied <sup>3</sup>
			Total <sup>4</sup>	Registered nurses	Technical, clerical, and service employees	
United States (March) .....	3,759	536	3,081,309	449,985	1,230,627	867,949
<b>Northeast</b>						
Boston (January) .....	73	28	87,466	10,209	31,683	57,006
New York (February) .....	99	30	196,589	27,135	92,959	86,190
Philadelphia (March) .....	89	30	112,049	17,212	43,946	54,096
<b>South</b>						
Atlanta (February) .....	30	13	22,169	4,220	10,050	14,179
Baltimore (April) .....	31	14	48,867	8,252	15,910	31,045
Dallas (April) .....	41	16	26,415	5,223	11,957	16,956
Fort Worth-Arlington (April) .....	15	10	14,043	2,749	6,681	10,282
Houston (March) .....	46	18	39,576	6,202	17,948	24,828
Washington (April) .....	43	22	54,065	7,545	20,923	36,216
<b>Midwest</b>						
Chicago (April) .....	93	36	151,436	24,972	59,530	73,967
Cleveland (March) .....	32	19	40,488	5,526	15,932	32,944
Detroit (March) .....	52	23	70,577	9,834	26,243	46,172
Minneapolis-St. Paul (March) .....	37	17	37,686	3,296	9,242	22,357
St. Louis (March) .....	38	21	48,549	7,479	17,486	37,306
<b>West</b>						
Denver (April) .....	22	12	23,341	3,873	8,535	14,153
Los Angeles-Long Beach (April) .....	97	31	80,615	12,045	33,998	42,448
San Francisco (March) .....	18	11	21,259	2,516	6,469	15,352
Seattle (March) .....	18	10	26,428	2,907	9,073	15,224

<sup>1</sup> For definitions of individual areas, see footnote 1, tables 9-62.

<sup>2</sup> Includes only those hospitals with total employment of at least 100 workers at the time of reference of the universe data.

<sup>3</sup> Data relate to total employment in establishments actually visited.

<sup>4</sup> Includes executive, professional, office, and other workers in addition to the registered nurse and technical, clerical, and service employee categories shown separately.



## Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from hospital to hospital and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interhospital and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those used in individual hospitals or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives were instructed to exclude students and members of religious orders (although these workers were

included in total employment estimates). Supervisors and working supervisors were omitted unless job descriptions provided contrary instructions.

The code numbers and titles that appear below the BLS titles in this appendix were taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC) issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau's occupational descriptions are much more specific than those found in the SOC manual. For example, all nursing occupations studied separately had the same SOC code 29. Thus, in comparing the results of this survey with other sources, differences in occupational definitions should be taken into consideration.

### Registered Professional Nurses

#### Supervisor of nurses

(29: Registered nurses)

A registered professional nurse who directs and supervises the nursing service in one or more organized nursing units; evaluates the nursing service in assigned unit or units and relates these activities to other hospital departments and to the total nursing service; interprets responsibilities and hospital policy to nursing personnel; assists in the evaluation of nursing personnel; and participates in the orientation and in-service education programs for nursing personnel.

May spend part of the time instructing student nurses or auxiliary nursing personnel or planning instruction for these groups; perform the functions of the head nurse when there is no head nurse; be in charge of more than one medical, surgical, psychiatric, or other unit, or more than one operating room, or may be in charge of a combination of these units, such as a medical ward and a surgical ward; and direct the procurement of supplies and equipment for assigned unit or units.

*Excludes* nurses who spend more than half of their time in classroom or organized nursing unit instruction; nurses assigned to central supply more than half of the time; and assistant directors who are responsible for certain types of functions (e.g., personnel, budget, nursing education, nursing service) as distinguished from certain services

(e.g., surgical, medical, etc.) and who are delegated to carry out certain functions of a director, such as coordinating the nursing service with that of other services.

#### Head nurse

(29: Registered nurses)

A registered professional nurse who is responsible for the nursing service and patient care in one organized nursing unit. Assigns patient care to professional nursing personnel; orients new personnel; and supervises and evaluates work performance. Periodically visits patients to insure optimal care and to ascertain the need for additional or modified services. Supervises the execution of doctors' orders and treatments; the maintenance of nursing care records; and the provision of supplies and equipment. Identifies nursing service problems and assists in their solution. May assist in the in-service education and guidance of nursing personnel; and supervise or instruct student nurses. May be responsible for nursing unit 24 hours a day in the sense that evening and night nurses report to this nurse and this nurse is responsible for assigning duties on other shifts.

*Excludes* nurses who spend more than half their time in the central supply unit or in classroom or organized nursing unit instruction; and those who are given the title of assistant head nurse or who receive extra pay as assistant



supervisor. Also *excludes* charge nurses and nursing coordinators.

### **Nursing instructor**

(29: Registered nurses)

A registered professional nurse who instructs student, professional, or practical nurses in theory and practical aspects of nursing art and science. Assists in planning and preparing curricula and outlines for course. Lectures to students and demonstrates accepted methods of nursing service, such as carrying out medical and surgical treatments, observing and recording symptoms, and applying principles of asepsis and antisepsis. Collaborates with nursing management and staff to supplement classroom instruction wherever needed, and observes performance of students in actual nursing situations. May prepare, administer, and grade examinations to determine student progress and achievement; recommend ways to improve teaching and nursing techniques; initiate new procedures and practices and education courses for graduatenurses in theory and practice of general nursing care and of clinical specialties; train auxiliary workers in administration of nonprofessional aspects of nursing care; and teach practical nursing techniques to classes of lay persons. Excludes nurses who spend less than half of their time on such duties. Also excludes on-the-job training preceptors unless they are primarily nursing instructors who may also function as preceptors on occasion.

### **Staff nurse**

(29: Registered nurses)

A registered professional nurse who uses special skills, knowledge, and judgment in caring for patients within an organized nursing unit. Gives medication and notes reaction; administers highly specialized therapy, using complicated equipment; and observes condition of patient and reports any significant changes. Maintains records on patient's condition, medication, and treatment. May set up therapeutic equipment, prepare patient, and in other ways assist physician with treatment; may supervise LPN's and nursing assistants and other nursing personnel who, as a team, care for a group of patients; instruct, supervise, or assign duties to student nurses, licensed practical nurses, and nursing assistants; and assume some or all of the functions of the head nurse when absent. May bathe and feed acutely ill patients; take and record temperatures, respiration, and pulse; and instruct patient and family in complying with prescribed medical regimes. May specialize, e.g., operating room nurse, emergency room nurse, and psychiatric nurse. *Excludes* nurse anesthetists, those who are given extra compensation as assistant head nurses, those who spend more than half their time in the central supply department or in classroom and organized nursing unit instruction. Also *excludes* "graduate nurses" who have completed nursing school training, but have not yet passed

the required State examinations, as well as "trainees" who have passed the required examinations.

### **Registered nurse (RN)**

(29: Registered nurses)

Provides professional nursing care to patients in hospitals, nursing homes, clinics, health units, private residences, and community health organizations. Assists physicians with treatment; assesses patient health problems and needs; develops and implements nursing care plans; maintains medical records; and assists patients in complying with prescribed medical regimen. May specialize, e.g., operating room nurse, psychiatric nurse, nurse anesthetist, industrial nurse, nurse practitioner, and clinical nurse specialist. May supervise LPN's and nursing assistants.

#### *Excluded are:*

- a. Nurse midwives;
- b. Nursing instructors, researchers, and consultants *who do not provide nursing care to patients*;
- c. Nursing supervisors and managers, e.g., head nurses, nursing coordinators, directors of nursing;
- d. RN's in nursing homes who perform the same duties as the LPN's but who are hired primarily to meet State certification requirements for nursing homes; and
- e. RN trainees primarily performing such entry level nursing care as: recording case histories; measuring temperature, pulse, respiration, height, weight, and blood pressure; and testing vision and hearing.

### **Registered nurse I**

Provides comprehensive general nursing care to patients whose conditions and treatment are normally uncomplicated. Follows established procedures, standing orders, and doctor's instructions. Uses judgment in selecting guidelines appropriate to changing patient conditions. Routine duties are performed independently; variations from established routines are performed under specific instructions. Typical assignments include:

*Staff.* Prepares hospital or nursing home patients for tests, examinations, or treatment; assists in responding to emergencies; records vital signs and effects of medication and treatment in patient charts; and administers prescribed medications and intravenous feedings.

*Operating room.* Assists in surgical procedures by preparing patients for less complex operations (e.g., appendectomies); sterilizes instruments and other supplies; handles instruments; and assists in operating room, recovery room, and intensive care ward.

*Psychiatric.* Provides routine nursing care to psychiatric patients. May observe and record patient behavior.

*Health unit/clinic.* Administers immunizations, inoculations, allergy treatments, and medications in a clinic or employer health unit; performs first aid for minor burns, cuts, bruises, and sprains; obtains patient histories; and



keeps records, writes reports, and maintains supplies and equipment.

## Registered nurse II

Plans and provides comprehensive nursing care in accordance with professional nursing standards. Uses judgment in assessing patient conditions, interprets guidelines, and modifies patient care as necessary. Recognizes and determines proper action for medical emergencies, e.g., calls physician or takes preplanned emergency measures. Typical assignments include:

*Staff.* In addition to the duties described at level I, usually performs more complex procedures, such as: administering blood transfusions; managing nasal-pharyngeal, gastric suction, and other drainage tubes; using special equipment such as ventilator devices, resuscitators and hypothermic units; or closely monitoring postoperative and seriously ill patients.

*Operating room.* Provides nursing service for surgical operations, including those involving complex and extensive surgical procedures. Confers with surgeons concerning instruments, sutures, prosthesis, and special equipment; cares for physical and psychological needs of patients; assists in the care and handling of supplies and equipment; assures accurate care and handling of specimens; and assumes responsibility for aseptic technique maintenance and adequacy of supplies during surgery.

*Psychiatric.* Provides comprehensive nursing care for psychiatric patients. In addition to observing patients, evaluates and records significant behavior and reaction patterns and participates in group therapy sessions.

*Health unit/clinical.* Provides a range of nursing services, including preventive health care counseling. Coordinates health care needs and makes referrals to medical specialists; assesses and treats minor health problems; administers emergency treatment; performs limited portions of physical examinations; manages the stable phases of common chronic illnesses; and provides individual and family counseling.

*Community health.* Provides a broad range of nursing services including adult and child health care, chronic and communicable disease control, health teaching, counseling, referrals, and followup.

## Registered nurse II specialist

Plans and provides highly specialized patient care in a difficult specialty area, such as intensive care or critical care. In comparison with registered nurse II, pay typically reflects advanced specialized training, experience, and certification. May assist higher level nurses in developing, evaluating, and revising nursing plans. May provide advice to lower level nursing staff in area of specialty.

## Registered nurse III

Plans and performs specialized and advanced nursing assignments of considerable difficulty. Uses expertise in assessing patient conditions and develops nursing plans which serve as a role model for others. Evaluation and

observation skills are relied upon by physicians in developing and modifying treatment. Work extends beyond patient care to the evaluation of concepts, procedures, and program effectiveness. Typical assignments include:

*Specialist.* Provides specialized hospital nursing care to patients having illnesses and injuries that require adaptation of established nursing procedures. Renders expertise in caring for patients who are seriously ill; are not responding to normal treatment; have undergone unique surgical operations; or are receiving infrequently used medication. Duties may require knowledge of special drugs or the ability to provide pulmonary ventilation.

*Anesthetist.* Recommends, administers, and manages anesthesia for a broad range of surgical procedures.

*Psychiatric specialist.* Provides nursing expertise on an interdisciplinary treatment team which defines policies and develops total care programs for psychiatric patients.

*Practitioner.* Provides primary health care and nursing services in clinics, schools, employer health units, or community health organizations. Assesses, diagnoses, and treats minor illnesses and manages chronic health problems. Other services may include: Providing primary care for trauma cases, including suturing; planning and conducting a clinic, school, or employer health program; or studying and appraising community health services.

## Registered nurse IV

Plans, researches, develops, and implements new or modified techniques, methods, practices, and approaches in nursing care. Acts as consultant in area of specialization and is considered an expert or leader within specialty area. Consults with supervisor to develop decisions and coordinates with other medical staff and community. Typical assignments include:

*Specialist/consultant.* Provides expert and complex hospital nursing and health care to a specialized group of patients. Develops and monitors the implementation of new nursing techniques, policies, procedures, and programs; instructs nursing and medical staff in specialty; represents the specialty to outside organizations; and evaluates, interprets, and integrates research findings into nursing practices.

*Practitioner.* Serves as primary health advisor in clinics and community health organizations and provides full range of health care services. Manages clinic and is responsible for formulating nursing and health care standards and policies, including developing and teaching new techniques or practices and establishing or revising criteria for care. Collaborates with physician in planning, evaluating, coordinating, and revising program and determines conditions, resources, and policies essential to delivery of health care services.

Registered nurses were further classified by specialty or assignment, as follows:

### Clinical specialist

(29: Registered nurses)

A registered professional nurse responsible for highly specialized patient care in an area of specialty such as



cardiovascular rehabilitation, care of children and adolescents, or psychiatric or mental health. Work extends beyond patient care to the evaluation of concepts, procedures, and program effectiveness. Serves as consultant to the nursing staff in area of specialty. Assists in the development, evaluation, and adjustment of health care plans, in collaboration with physicians and other members of the health care team. May conduct in-service training programs for other members of the nursing staff in assigned clinical area. May have administrative and/or research responsibilities. Requires education beyond requirements for licensure, normally including a master's degree in nursing science.

### **Nurse anesthetist**

(29: Registered nurses)

A registered professional nurse who administers intravenous, spinal, and other anesthetics to patients for a broad range of surgical procedures. Prepares necessary supplies and equipment for administration of prescribed anesthetic. Observes patient's condition during anesthesia, watching for any significant physical change. Works in collaboration with qualified health professionals and keeps them informed as to patient's condition prior to, during, and after administration of anesthetic, type of anesthetics used, other medications administered, and related data. May give postoperative care to relieve effect

of anesthesia, as directed. Minimum requirements include education as a registered professional nurse and graduation from an accredited school of nursing anesthesia. May have passed examination and be a Certified Registered Nurse Anesthetist.

### **Nurse practitioner**

(29: Registered nurses)

A registered professional nurse responsible for instituting and providing continuous and comprehensive nursing care in collaboration with a physician and/or other members of a health care team. Performs physical examinations and records patient's health and social histories; orders, interprets, and evaluates diagnostic studies and tests to identify and assess patient's clinical problems and health care needs; initiates, evaluates, and modifies the effectiveness of therapeutic plans; evaluates, interprets, and records the developmental status of the patient and family in order to plan and execute proper intervention; and engages in decisionmaking and implementation of therapeutic actions in collaboration with other members of health care team. May supervise, direct, and evaluate clinical staff; order pharmaceuticals, medical supplies, and equipment; and maintain accurate records, reports, and statistics. Requires additional preparation beyond requirements for licensure, normally including a master's degree in nursing science.

## **Other Health Care Occupations**

### **Licensed practical nurse (LPN)**

(366: Licensed practical nurses)

LPN's are licensed to provide practical or vocational nursing care to patients in hospitals, nursing homes, clinics, health units, homes, and community health organizations. They typically work under the supervision of a registered nurse or physician, and may supervise unlicensed nursing assistants.

#### **LPN I**

Provides standard nursing care requiring some latitude for independent judgment and initiative to perform recurring duties. Supervisor provides additional instructions for unusual or difficult tasks. Deviations from specific guidelines must be authorized by the supervisor. Typical assignments include:

*Hospitals/nursing homes.* As part of a nursing team, assists patients in attending to their personal hygiene; measures and labels routine specimens; records vital signs; provides routine treatments such as compresses, enemas, sterile dressings, and sitz baths; prepares and administers commonly prescribed medications; observes and reports on patient conditions; and teaches patient self-care repeat-

ing instructions previously provided by professional staff.

*Mental health/resident care.* As part of a nursing team, makes rounds of assigned area to count patients; observes patients for changes in behavior and checks for cleanliness; encourages patients to participate in recreational activities; maintains standard records of patients and medications; and administers first aid.

*Clinics/community health organizations.* Performs routine nursing procedures such as taking and recording height, weight, measurements, and vital signs. Performs vision, hearing, urine, and tuberculin skin tests; records test results. Administers medications and immunizations under supervision of an RN; observes, records, and reports signs of illness or changes in patient condition; and assists physician with physical examinations. May provide routine nursing care to the sick at home, reinforcing physician's instructions, checking medication and eating and sleeping habits, and inquiring about additional problems.

#### **LPN II**

Provides nursing care requiring an understanding of diseases and illnesses sufficient to enhance communication with physicians, registered nurses, and patients. Follows general instructions in addition to established policies, practices, and procedures. Uses judgment to vary



sequence of procedures based on patient's condition and previous instructions. Supervisory approval for requested deviations is given routinely. Guidance is provided for unusual occurrences.

*Hospitals/nursing homes.* As a responsible member of a nursing team, cares for patients in various stages of dependency (e.g., ranging from those receiving general medical care to a selected few who are critically ill). Provides appropriate verbal and written information for patient care plans. In addition to the tasks described at level I, assignments may include more complex duties such as: Catheterizing, irrigating, or suctioning patients; observing and reporting on subtle changes in a patient's condition; monitoring and maintaining intravenous fluids; and assisting in resuscitation procedures.

*Mental health/resident care.* Provides input into nursing team conferences by interpreting patient nursing care needs and responses to therapy. In addition to the tasks described at level I, serves as a role model by performing and teaching self-care; participates in therapy sessions by promoting self-care and self-worth; and recording progress in treatment plans.

*Clinics/community health organizations.* In addition to the duties described at level I, uses experience and judgment to perform more complex procedures, such as: Screening patients for health problems such as hypertension and diabetes, using judgment in deciding to refer patients to RN or physician; providing patient counseling and implementing therapeutic approaches specified in the patient's treatment plan; coordinating selected clinic operations; giving irrigations and catheterizations, suctioning tracheotomies, and conducting electrocardiograms; or recertifying applicants for supplemental food programs when test results indicate nutritional deficiencies.

*Employer health units.* Uses judgment to perform moderately complex procedures such as: Treating employees for minor illnesses and work-related injuries, and referring difficult cases to RN or physician; observing reactions to drugs and treatments and reporting irregularities; assisting physicians with examinations and treatments; and maintaining records of occupational illnesses and injuries as required by Federal and State regulations.

### LPN III

This level applies to two different work situations. In situation 1, LPN's provide nursing care for patients in various stages of dependency, setting priorities and deadlines for patient care, and modifying nursing care as necessary prior to notifying the supervisor. In situation 2, LPN's are assigned to a selected group of critically ill patients, e.g., in hospital intensive care or coronary care units. These assignments require LPN's to immediately recognize and respond to serious situations, sometimes prior to notifying an RN. However, their overall independence and authority are more limited than those described in situation 1, and supervisory approval is required for proposed deviations from established guidelines.

*Hospitals.* Under direct supervision of an RN, provides nursing care to critically ill patients in such areas as intensive care

or coronary care. Duties, while similar to the more complex responsibilities described at level II, are performed under stressful conditions requiring special techniques and procedures in reacting to life-threatening situations and in providing basic patient care. Evaluates appropriateness of planned treatment, given the patient's condition, and proposes modifications to RN.

*Mental health/resident care/nursing homes.* Duties are similar to those described at level II. However, these LPN's are authorized to adapt, if necessary, nursing care methods and procedures to meet changing patient needs.

*Excludes LPN's above level III.* Such positions not only provide difficult nursing care to a selected group of critically ill patients, but also set priorities and deadlines for patient care, and modify nursing care prior to notifying the supervisor.

### Nursing assistant

(5236: Nursing aides, orderlies, and attendants)

Provides personal and nursing care to patients in hospitals, nursing homes, resident care facilities, clinics, homes, and community health organizations. Duties include maintaining patient hygiene and supporting doctors and nurses in diagnostic procedures, technical treatments, patient charting, and patient teaching. Work does not require State licensure. Supervisory positions are excluded.

### Nursing assistant I

Performs simple personal care and housekeeping tasks requiring no previous training. Typical tasks include: Bathing, dressing, feeding, lifting, escorting and transporting patients; collecting laundry carts and food trays; taking and recording temperatures; and changing bed linen and cleaning patient's room. Follows detailed and specific instructions.

### Nursing assistant II

In addition to providing personal care, performs common nursing procedures such as: Observing and reporting on patient conditions; taking and recording vital signs; collecting and labeling specimens; sterilizing equipment; listening to and encouraging patients; giving sitz baths and enemas; applying and changing compresses and non-sterile dressings; checking and replenishing supplies; securing admission data from patients; and assisting in controlling aggressive or disruptive behavior. Follows specific instructions; matters not covered are verified with the supervisor.

NOTE: Positions receiving additional pay for performing the above duties and responsibilities in *forensic* units of mental health institutions are matched at level III. Workers in such positions must regularly use skill in influencing and communicating with patients who display abusive or resistant behavior.

### **Nursing assistant III**

Performs a variety of common nursing procedures as described at level II. Work requires prior experience or training to perform these procedures with some latitude for exercising independent initiative or limited judgment. May also: Perform several procedures sequentially; chart patient care; administer prescribed medication and simple treatments; teach patient self-care; and lead lower level nursing assistants.

**NOTE:** Positions receiving additional pay for performing the above duties and responsibilities in forensic units of mental health institutions are matched at level IV. (See NOTE for level II.)

### **Nursing assistant IV**

Applies advanced patient or resident care principles, procedures, and techniques which require considerable training and experience. In addition to the work described at level III, typical duties include: Assisting professional staff in planning and evaluating patient or resident care; recognizing subtle changes in patient's condition and behavior and varying nursing care accordingly; catheterizing, irrigating, and suctioning patients; monitoring IV fluids and alerting registered nurse when system needs attention; and performing minor operative and diagnostic procedures in a clinic. Supervisor describes limitations or priorities of work.

*Excluded* are nursing assistants above level IV. Workers in these excluded positions typically participate (rather than assist) in planning and modifying patient or resident care; function as co-therapists in mental health therapy sessions; or coordinate treatment activities with patients, families, and faculty staff. *Also excluded* are positions receiving additional pay for performing level IV duties and responsibilities in *forensic* units of mental health institutions. (See NOTE for level II.)

### **Unit secretary**

(4632: Station secretaries, unit clerks, ward clerks)

Performs a variety of receptionist and clerical functions in a hospital nursing unit, under the direction of nursing personnel. Reviews medical records for completeness; ensures that medical records are stored properly and that confidentiality standards are maintained.

Work involves most of the following: Recording name of patient, address, and name of attending physician on medical record forms; initiating and/or completing various daily reports and ensuring that reports are complete with regard to signatures and data; preparing discharge charts for medical records department; answering telephone and relaying messages to patients and appropriate staff; directing visitors to patients' rooms; distributing mail to patients; requisitioning supplies as requested by nursing staff; and performing other related duties as

assigned. May record diet instructions on medical forms or compile census of patients. May assist in transcribing all orders written by authorized personnel. May operate on-line computer terminal to enter, retrieve, and correct patient information as necessary.

### **Medical machine operating technician**

Operates and monitors medical machines, equipment, or instruments as part of the examination or treatment of patients in hospitals, clinics, or other medical establishments. Work is subordinate to the work of physicians or other professional employees. Work involves medical machines, equipment, or instruments used in:

- cardiac catheterization;
- electrocardiography (EKG);
- electroencephalography (EEG);
- pumping and oxygenating the blood during open-heart surgery, or in treating patients with obstructed pulmonary or coronary arteries or serious heart trouble;
- hemodialysis;
- controlling the pressure in a hyperbaric-oxygen chamber;
- inhalation/respiratory therapy;
- pulmonary function testing;
- ultrasonography (sonography) or thermography.

*Excluded* are:

- a. Diagnostic and therapeutic radiologic technologists;
- b. Lab technicians, medical technicians, and medical technologists; and
- c. Medical machine aides or trainees performing tasks that are preparatory or auxiliary to the complete examination and treatment of patients under close supervision.

### **Medical machine operating technician I**

Performs standard examinations or treatments requiring little deviation from instructions or procedures. Assignments require skill in performing either 1) delicate measurements or machine adjustments, or 2) repetitive observations requiring subtle determinations. Works with patients who are generally cooperative.

### **Medical machine operating technician II**

Performs examinations or treatments that require adapting techniques and procedures to individual assignments. Uses judgment to:

- vary test or treatment procedures according to patient's condition and to assess adequacy of results obtained under difficult circumstances (e.g., patient is too sick to cooperate);
- recognize when common test results or patient reac-



tions indicate the need for either additional tests to pinpoint abnormalities or for consultation with a physician regarding changes to prescribed treatments; or perform procedures not covered by detailed instructions or that require variations to meet special needs outlined by a physician.

Frequently works with patients who are critically ill and require special procedures and handling. Recognizes adverse responses and initiates emergency procedures, such as cardiopulmonary resuscitation. Supervisor outlines general work objectives, priorities, and results expected. Work is reviewed for overall adequacy and compliance with general instructions.

### **Medical machine operating technician III**

Performs complex examinations or treatments using a variety of established procedures that require a high degree of judgment and skill to perform:

many delicate and exacting steps and subtle discriminations, and to evaluate test results and patient responses to either determine appropriate machine adjustments or select the methods and techniques that will produce the most effective results; and/or

as a team member in long, extensive, complex procedures that require alertness and precision to coordinate actions with others, and to make rapid and accurate observations or adjustments in accordance with precedents, in response to either physician demands or changes in patient's condition.

Supervisor provides few preliminary instructions; work is spot-checked. Technician requests assistance only when established procedures and techniques prove inadequate. Trains others to perform standard procedures.

### **Medical machine operating technician IV**

Performs complex examinations or treatments that regularly require innovative and adaptive approaches. Performs complex and relatively new procedures or operates equipment for which accepted practices have not been established. Work requires extensive training and experience to:

make decisions, in the absence of definitive instructions or directly related precedents, to remedy difficulties or to improve the accuracy of techniques in order to obtain unusually precise measurements or adjustments; and

make precise discriminations in evaluating either patient reactions or data from monitoring equipment, and take appropriate actions, without instructions, to control or compensate for adverse reactions.

Participates in planning medical or experimental procedures involving new techniques. May train others in per-

forming such techniques. Receives general guidance in anticipating possible problems. Supervisor usually relies on technician's judgment.

Medical machine operating technicians were further classified by type of equipment operated, as follows:

#### **Diagnostic medical sonographer**

(Ultrasound technician)

(362: Clinical laboratory technologists and technicians)

Operates diagnostic equipment which produces ultrasonic patterns and positive pictures of internal organs for use by doctors in diagnosing disease or evaluating the progress of pregnancies. Work involves selecting equipment; helping patient to assume appropriate position for ultrasonic exposure; operating equipment which displays the ultrasound patterns and observing patterns produced; and activating equipment which produces visual image from ultrasound pattern and photographs the image. May consult with medical personnel or supervisor to determine if further ultrasound examination is required. May be registered by the American Registry of Diagnostic Medical Sonographers.

#### **EEG technician**

(369: Health technologists and technicians, not elsewhere classified)

Operates and monitors electroencephalographic equipment to make localized and activated studies of the brain. Duties include the following: Making independent judgments concerning the type of electrodes suited to the individual patient; obtaining complete wake-sleep tracings to detect epileptic and deep cerebral abnormalities; using acoustic stimuli during the sleep period to aid in locating a specific abnormality; and recognizing different levels of spontaneously varying consciousness, such as alertness, waking, relaxation, drowsiness, and the several levels of sleep. May also make studies requiring the manipulation of a sound or light source, varying its rate of intensity to evoke particular wake patterns; and use additional electrodes (e.g., basal, nasopharyngeal) when requested. EEG technicians often work with critically ill patients and, therefore, must exercise care, recognizing adverse responses and initiating appropriate emergency procedures as necessary.

#### **EKG technician**

(369: Health technologists and technicians, not elsewhere classified)

Operates and monitors electrocardiograph equipment to perform standardized examinations. Duties include the following: Attaching electrodes to patient's chest and extremities; making tracings of heart actions before and after treadmill and other exercise tolerance tests; marking tracings that indicate outside disturbances; operating and monitoring such EKG equipment as echocardiographs



and phonocardiographs in specialized cardiac stress tests; recognizing cardiac emergencies and taking appropriate *action*, including notifying physician and initiating cardiopulmonary resuscitation. May also operate equipment during difficult special examinations, including those using controlled stimuli such as esophageal leads, and autonomic or atrophine drug tests; recognize cardiac arrhythmias; and make long recordings when rhythm is abnormal.

### **Respiratory therapist**

(3031: Respiratory therapists)

Administers therapeutic and diagnostic procedures to patients with pulmonary disorders. Therapeutic procedures include setting up and managing mechanical ventilators with respect to flows, volumes, pressures, breathing rates and patterns, and gas composition as prescribed; delivering prescribed therapeutic gases with proper dosing valves, regulators, humidity, and prescribed dosages of aerosolized medication to the broncho-pulmonary tree; removing broncho-pulmonary secretions by means of mechanical suction and broncho-pulmonary drainage; assisting patients in deep breathing and coughing with inspiratory positive pressure breathing exercises; performing cardiopulmonary resuscitation and acute airway management procedures including endotracheal intubation; and maintaining artificial airways. Diagnostic procedures include pulmonary function testing (e.g., measuring and interpreting expiratory and inspiratory flows, volumes, and gas composition); and obtaining arterial and venous blood to perform blood gas analysis.

May also do physiological monitoring and assessment of pulmonary status (i.e., chest auscultation, percussion, and observation as appropriate); document and evaluate care in patient's medical records; collaborate and consult with physicians, nurses, and other therapists to coordinate care; instruct residents, interns, nurses, and other staff in the methods and procedures for respiratory therapy; and maintain, repair, and decontaminate equipment. May conduct clinical research.

Normally requires extensive on-the-job training or completion of formal education program and certification or registration by the National Board for Respiratory Therapy.

*Excludes* the chief therapist and those who spend more than 20 percent of their time supervising other respiratory therapists in hospitals with more than one respiratory therapist. Also *excludes* respiratory therapists who conduct research only, and respiratory therapy aides and trainees.

### **Medical laboratory technician**

(369: Health technologists and technicians, not elsewhere classified)

Performs routine tests in medical laboratory for use in

diagnosis and treatment of disease, such as urinalyses, blood counts, and clinical chemistry. May prepare tissue samples for study by medical technologist or pathologist; prepare chemical reagent stains and solutions; tend automatic equipment to prepare specimens and perform analytic tests; make preliminary identification of common types of bacterial cultures for confirmation by supervisor; and collect specimens from patients. Maintains laboratory stock of chemicals and glassware.

*Excludes* laboratory assistants whose duties are restricted to elementary and routine tasks, such as sterilizing and maintaining laboratory equipment ready for use by technicians.

### **Medical technologist**

(362: Clinical laboratory technologist and technician)

Performs various chemical, microscopic, and/or bacteriologic tests to obtain data used in diagnosis and treatment of patients. Applies techniques used in fields of bacteriology, mycology, parasitology, histopathology, hematology, serology, allergy, and/or chemical, radioactive, or morphological examinations. Carries procedures to completion (and a numerical answer). Records laboratory test results (but does not prepare diagnostic reports). May prepare tissues for microscopic pathological study under supervision of a pathologist; engage in research and teaching activities; supervise laboratory assistants, or, where no laboratory assistants are employed, perform their duties; perform some duties of radiographers; take electrocardiograms; and determine basal metabolic rates. In large hospitals and those engaged in research, medical technologists may be responsible for testing and examination in only one of several fields of clinical pathology. In small hospitals, they may perform clinical tests in any one or a combination of these fields. Normally requires 12 months' training in an approved school for medical technologists following at least 3 years of college. May be registered as "MT" by registering agency.

*Excludes* chief technologists where more than one medical technologist is employed; tissue technicians who merely do routine preparation of tissue for study; those who perform only routine (qualitative rather than quantitative) tests such as urinalysis for PH factor or sugar by noting color change, testing hemoglobin by color, doing rough screening, or who perform only a limited range of tests within one field; and specialists who have been certified by the Registry of the American Society of Clinical Pathologists and granted a Limited Certificate in Histologic Technic, or a Certificate in Exfoliative Cytology, Chemistry, Microbiology, or Blood Banking.

### **Nuclear medicine technologist**

(365: Radiologic technologist and technician)

Prepares, measures, and administers radioactive



isotopes to obtain information for use by physicians in diagnosing and treating patient illness. Duties include the following: Operating radiosopic equipment to produce scanograms and measure concentrations of radioactive isotopes in specified body areas; positioning and adjusting machine over the area to be studied; adjusting controls according to knowledge of standard settings; preparing and administering radioactive compounds; processing films; and computing test results following statistical procedures. May also plot results and forward to physicians; and maintain records of test results, and the acquisition and disposition of isotopes and radioactive materials. Follows prescribed safety procedures.

Normally requires education in an approved program and credentialing by either the American Registry of Radiologic Technologists, the Registry of Medical Technologists of the American Society of Clinical Pathologists, or the Nuclear Medicine Technology Certification Board.

### **Radiation therapy technologist**

(365: Radiologic technologists and technicians)

Assists a physician, usually a therapeutic radiologist, in all aspects of radiation therapy treatment. Primary responsibility consists of exposing specific areas of the patient's body to doses of ionizing radiation, according to the physician's prescription and instruction. Administers prescribed ionizing radiation treatments through a variety of therapeutic equipment, including high energy linear accelerators, radioactive isotopes, and particle generators. Also observes patient during course of treatment in order to report any unusual or adverse reactions. Must maintain radiation safety for patients, clinical personnel, and themselves; must be able to assist in treatment planning procedures, including tumor localization and dosimetry.

### **Radiographers' supervisor (x-ray)**

(365: Radiologic technologists and technicians)

Directs and supervises the professional radiography staff in one or more organized departments. Duties may include: Assigning duties to radiography personnel, and supervising and evaluating work performance; interpreting responsibility and hospital policy to radiographers; assisting in the orientation of new personnel to the department; insuring the availability of supplies or equipment; identifying radiography problems and assisting in their solution; working on hospital committees and assisting in preparing the facility's budget; performing nonsupervisory duties in some instances; assisting in the in-service education and guidance of radiographers; and researching new procedures, implementing and evaluating them. May spend part of time supervising or instructing student radiographers.

### **Radiographer (x-ray)**

(X-ray technologist, radiologic technologist)

(365: Radiologic technologists and technicians)

Prepares radiographs of various portions of the body to assist physicians in the diagnosis of disease and trauma, and also for the detection of foreign bodies. Duties include the following: Preparing patient for examination as requested by physician; obtaining patient histories; positioning patient for optimum radiographic results; practicing radiation protection measures; and setting technical exposure factors. May also chemically process exposed radiographic film; maintain records or supervise their preparation by clerical staff; maintain equipment, correct minor problems, and instruct hospital staff regarding radiography.

Requires education in an approved program and credentialing by the American Registry of Radiologic Technologists.

### **Surgical technologist**

(Operating room technologist)

(369: Health technologists and technicians, not elsewhere classified)

Is part of surgical team during operating procedure. Work involves most of the following: Arranging setup for operation; assisting in the preparation of patient for surgery, disinfecting site of operation; passing instruments, sponges, and sutures to surgeon and surgical assistant; assisting circulating nurse by recording number of sponges, needles, instruments, etc., used and accounting for them following operation; adjusting lights and other equipment as directed; assisting in cleanup of operating room following operation, and disposing of anesthetic. May prepare specimens resulting from operation, place in preservative solution, and deliver to laboratory for analysis.

### **Occupational therapist**

(3032: Occupational therapists)

Plans, organizes, implements, and/or directs occupational therapy programs to facilitate rehabilitation of mentally or physically impaired patients. Therapists use purposeful activity suited to the developmental level, physical capacity, intelligence, and interests of each patient. Teaches skills and techniques including interpersonal and group process skills, to facilitate and influence patient's participation in program activities and goals. Evaluates progress, attitude, and behavior as related to patient's potential. Consults with other members of rehabilitation team to coordinate therapeutic activities of individual patients. May direct activities of one or more assistants or volunteer workers; and lecture interns, and medical and nursing students on phases of occupational therapy. Requires education in an accredited school of occupational therapy and certification by the American



Occupational Therapy Association.

*Excludes* the chief occupational therapist and those who spend more than 20 percent of their time supervising other occupational therapists in hospitals with more than one occupational therapist.

### **Physical therapists' supervisor**

(3033: Physical therapists)

Directs and supervises the professional physical therapy staff in one or more organized physical therapy departments. Duties may include: Assigning patient care duties to professional and nonprofessional physical therapy personnel, and supervising and evaluating work performance; interpreting responsibilities and hospital policy to physical therapy personnel; periodically visiting patients to insure optimal care and to ascertain need for additional or modified services; supervising the maintenance of physical therapy records (medical, personnel, accounting, billing, etc.); assisting in the orientation of new personnel to the department; insuring the availability of supplies or equipment; identifying physical therapy service problems and assisting in their solution; working on hospital committees and assisting in preparing the facility's budget; giving direct physical therapy care in some situations; assisting in the in-service education and guidance of physical therapy personnel; and researching new procedures and implementing and evaluating them. May spend part of time supervising or instructing student physical therapists, physical therapists' assistants, and physical therapy aides.

*Excludes* workers who do not supervise any professional physical therapists.

### **Physical therapist**

(3033: Physical therapists)

Tests and measures the functioning of the neuromuscular, musculoskeletal, cardiovascular, and respiratory systems and treats malfunctions in these systems caused by injury or illness through the use of exercise and effective properties of air, water, heat, cold, radiant energy, and electricity, according to prescription of a physician. May instruct students, interns, and nurses in methods and objectives of physical therapy; supervise physical therapy aides; and consult with other therapists to coordinate therapeutic programs for individual patients. Requires graduation from an accredited school of physical therapy. Must be licensed in the State in which practicing.

*Excludes* the chief physical therapist and those who spend over 20 percent of their time supervising other physical therapists in hospitals with more than one physical therapist.

### **Speech pathologist**

(3034: Speech pathologists and audiologists)

Performs diagnostic evaluations of patients with speech

and language disorders. Develops and implements an organized program of therapy, in cooperation with physicians, psychologists, physical therapists, and counselors. May participate in research to develop diagnostic and remedial techniques.

Evaluates individuals with a variety of disorders, which may include aphasia (a neurological disorder which results in a total or partial loss of power to use and understand words) and apraxia (a neurological disorder which results in an inability to perform complex muscular movements as in word production and articulation disorders). Uses tests designed to determine the type and degree of the communication disorder. Analyzes, evaluates, and interprets test results to determine patients' communicative abilities. Examines patients' medical history and neurological and psychological test results in order to determine the optimum therapy for the purpose of speech and language rehabilitation. Prepares reports of diagnostic evaluations, analyses, interpretations, and recommendations for treatment. Selects and implements therapy principles and procedures that are compatible with patient needs and capacities as identified by previous evaluations. Treatment programs typically include individual and/or group sessions. For example, during such sessions, behavior modification techniques may be used with stuttering patients; esophageal speech may be taught to laryngectomy patients; or phonemic practice sessions may be provided for patients with articulation deficiencies.

*Excludes* the chief pathologist and those who spend more than 20 percent of their time supervising speech pathologists in hospitals with more than one speech pathologist.

### **Medical social workers**

(2032: Social workers)

Provides direct service to patients by helping them resolve personal and environmental difficulties that interfere with obtaining maximum benefits from medical care or that predispose toward illness. Performs a variety of services such as counseling on social problems and arranging for post-hospital care at home or in institutions, for placement of children in foster homes or adults in nursing homes, and for financial assistance during illness. Uses resources such as family and community agencies to assist patient in resuming life in the community or in learning to live with disability. Prepares and keeps current a social case record. Provides attending physician and others with pertinent information to aid in understanding the patient. May supervise social work students and beginning case workers.

*Excludes* social workers assigned primarily to psychiatric wards and clinics; workers engaged primarily in financial screening of patients and rate setting; those workers classified as case aides; and, in hospitals where more than one social worker is employed, the head of the social service department and supervisors who spend more



than 20 percent of their time supervising other social workers.

### **Dietitian**

(302: Dietitians)

A professional employee having a bachelor's degree with a major in foods and nutrition, dietetics, or institutional or food service systems management, with qualifying experience in clinical nutrition or food service systems management. Usually performs several or all of the following functions: Plans and evaluates menus; manages purchasing, receiving, storing, inventorying, and issuing of foods and supplies; manages food production, distribution, and service; assesses nutritional status of individuals and develops individualized nutritional plans; counsels patients and their families in the requirements and the importance of their modified diet and how to plan and prepare food; consults with medical, nursing, pharmacy, social service, and other allied health staffs concerning patients' nutritional habits and needs during and after hospitalization. Manages food service personnel and financial resources.

May plan and conduct educational programs in dietetics and nutrition.

*Excludes* food service supervisors who are concerned with the day-to-day operations of preparing and serving meals, but who do not apply the principles of nutrition to meal planning. In those hospitals which employ more than one dietitian, also *excludes* chief and assistant chief dietitians. Also *excludes* entry-level dietitians who are performing duties as part of a training program to develop professional skills under close and implicit directions.

### **Medical records administrator**

(131: Managers, medicine and health)

Responsible for the management of the hospital's health information system, which is designed to meet medical, administrative, ethical, and legal requirements of the health care delivery system.

Duties involve most of the following: Developing, analyzing, and technically evaluating medical records; assisting medical staff in evaluating quality of patient care; collecting and analyzing patient and institutional data for health care and health-related programs; engaging in basic and applied research in the health care field; developing and implementing procedures for processing documents, insurance, and correspondence requests in accordance with professional ethics and in conformity with Federal, State, and local statutes. May be registered by the American Medical Record Association.

*Excludes* higher level positions that are responsible for determining overall policies in the medical records department.

### **Medical records technician**

(364: Health record technologists and technicians)

Acting in accordance with professional standards, collects and compiles data from medical records for periodic and statistical reports; and assembles and quantitatively analyzes medical records, including the coding of diseases and procedures.

Duties involve most of the following: Reviewing medical records for completeness and accuracy; coding diseases, operations, and other data for retrieval uses; compiling medical care and census data for statistical reports; abstracting medical reports; filing or supervising the filing of patient records; assisting medical staff in special studies or research; and maintaining flow of medical records and reports to all departments of the hospital.

Typically is familiar with the International Classification of Diseases, 9th edition, Clinical Modification (ICD-9-CM). May be accredited by the American Medical Record Association.

### **Pharmacist**

(Staff pharmacist)

(301: Pharmacists)

A graduate of an accredited school of pharmacy who is normally licensed as a registered pharmacist by the Board of Pharmacy of the State in which practicing. Reviews for appropriateness, accuracy, and safety the prescriptions and medications written by physicians, dentists, and other qualified prescribers; compounds, fills, and dispenses the prescribed drugs and other pharmaceutical supplies to inpatients and outpatients; explains directions to outpatients and/or family members. Maintains issue records of all prescriptions filled for inpatient and outpatient use, as well as of all controlled drugs, as required by Federal and State laws. Is responsible for bulk compounding and packaging of various pharmaceutical products used in hospital. Provides information and consultative services to medical staff regarding drug characteristics, dosages, contraindications, adverse reactions, and alternative medications. May supervise the work of pharmacy technicians.

In small hospitals or those with a small pharmacy staff, where there is no Director, or Chief, of Pharmacy Services, the staff-pharmacist may perform some administrative and supervisory duties. *Excludes* the Director of Pharmacy Services and those who spend more than 20 percent of their time supervising other pharmacists where more than one pharmacist was employed.

### **Pharmacy technician**

(5233: Health aides, except nursing)

Under the supervision of a pharmacist, assists in the technical aspects of preparing and dispensing medications. Duties include the following: Maintaining patient medication profile records; setting up, packaging, label-

ing, and distributing medication doses; filling and dispensing routine orders for maintaining supplies of drugs and other items in patient care units; maintaining inventories of drugs and supplies; and mixing drugs with

parenteral fluids and related aseptic manipulations.

*Excludes* pharmacy department personnel primarily engaged in activities other than preparing and dispensing medications (e.g., stock clerks, typists, and deliverers).

## Office Clerical Occupations

### Admitting clerk

(4642: Interviewing clerks)

Arranges for admission of patients to hospital. Work involves most of the following: Interviewing patient or relative to obtain necessary personal and, at times, financial data, and assigning patient to room; explaining hospital regulations, such as visiting hours, payment of accounts, and schedule of charges; preparing admission records and required forms; escorting patient to assigned room or arranging for escort. May store patient's valuables in hospital safe; receive payments on account; file records; answer telephone inquiries regarding patient dismissal and availability of beds; and compile data for occupancy and census records.

*Excludes* admitting officers, who have more responsibility and authority for more fully explaining medical and surgical procedures and the risks involved to patients and their families, as well as obtaining the necessary consent forms.

### Payroll clerk

(4713: Payroll and timekeeping clerks)

Performs a variety of routine and specialized functions in processing data and maintaining related records for the hospital's payroll system. Work involves most of the following: Processing workers' time or production records; adjusting workers' deductions; editing payroll listings

against source records; tracing and correcting errors in listings; and assisting in preparation of periodic summary payroll reports. In a nonautomated payroll system, computes wages. Work may require a practical knowledge of government regulations, company payroll policy, or the computer system for processing payrolls.

### Switchboard operator

(4732: Telephone operators)

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls. May provide information to callers, record and transmit messages, keep records of calls placed and toll charges. In addition to operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console).

*Excludes* chief or lead operators in establishments employing more than one operator.

### Medical transcriptionist

(4623: Stenographers)

Types copy of voice-recorded dictation which involves varied technical or specialized vocabulary such as that used in legal briefs or reports on scientific research. May also type from written copy. May maintain files, keep simple records, or perform relatively routine clerical tasks.

## Service Occupations

### Hospital cleaner

(Housekeeping aide)

(5242: Maids and housemen)

Performs several of the following cleaning services on hospital premises: Sweeping and dry-mopping floors; vacuuming rugs with a home-type vacuum cleaner; dusting furniture and equipment; cleaning window sills; emptying trash baskets; scouring and polishing bathtubs, sinks, mirrors, and similar equipment; replenishing supplies of soap and towels; cleaning and polishing glass

panels in doors and partitions. Keeping utility storage rooms in good order by cleaning lockers and equipment, arranging supplies, and sweeping floor. Operating heavy motor-driven cleaning equipment (other than light vacuum sweepers); washing walls, polishing brass; moving and arranging heavy furniture; wet-mopping and waxing floors. Performs a variety of related duties. May perform minor maintenance duties such as changing light bulbs, repairing venetian blinds, and installing electric fans. May be assigned to specific areas, such as wards, offices, or surgery.



*Excludes* workers specializing in waxing floors or washing windows.

### **Food service helper**

(5216: Food counters, fountains, and related occupations)

Performs one or more of the following unskilled food service duties: Assisting in setting up of food trays, and delivering and retrieving food trays to and from patients' rooms; cutting, peeling, and washing fruits and vegetables; making toast and beverages, and watching and stirring cooking foods to prevent burning; cleaning worktables, meat blocks, refrigerators, grease trays, pots, and kitchen utensils; carrying dirty utensils to be washed and returning cleaned utensils to proper place in kitchen; sweeping and mopping kitchen floors and carrying out garbage; obtaining and distributing supplies.

*Excludes* workers who perform tasks such as making salad dressings or soup stock, prepare special beverages such as eggnog or milk shakes, cook or fry eggs, and/or weigh, measure, and mix ingredients for bakery products.

Also *excludes* workers who work with patients in psychiatric hospitals.

### **Laundry worker**

(7658: Laundering and dry cleaning machine operators and tenders)

Performs general laundry duties which may include: Sorting soiled hospital linens, garments, curtains, draperies, and other articles for laundering; listing soiled articles received from hospital departments and tying articles in bundles; receiving bundles of laundered articles; checking contents against lists, noting and reporting shortages. May load and unload washing machines; sort laundered and dried articles according to type; fold and place articles in appropriate storage bin, and issue clean items in exchange for soiled articles. May mend torn articles, using needle and thread.

*Excludes* workers whose primary responsibility is flat-work finishing. Also *excludes* those who repair washing machines.

## **Professional and Administrative Occupations**

### **Accountant**

(1412: Accountants and auditors)

Performs professional operating or cost accounting work requiring knowledge of the theory and practice of recording, classifying, examining, and analyzing the data and records of financial transactions. The work generally requires a bachelor's degree in accounting or, in rare instances, equivalent experience and education combined. Positions covered by this definition are characterized by the inclusion of work that is analytical, creative, evaluative, and advisory in nature. The work draws upon and *requires* a thorough knowledge of the fundamental doctrines, theories, principles, and terminology of accountancy, and often entails some understanding of such related fields as business law, statistics, and general management. (See also chief accountant.)

Professional responsibilities in accountant positions above levels I and II include several such duties as:

Analyzing the effects of transactions upon account relationships;

Evaluating alternative means of treating transactions;

Planning the manner in which account structures should be developed or modified;

Assuring the adequacy of the accounting system as the basis for reporting to management;

Considering the need for new or changed controls;

Projecting accounting data to show the effects of proposed plans on capital investments, income, cash position, and overall financial condition;

Interpreting the meaning of accounting records, reports, and statements;

Advising operating officials on accounting matters; and

Recommending improvements, adaptations, or revisions in the accounting system and procedures.

Accountant I and II positions provide opportunity to develop ability to perform professional duties such as those enumerated above.

In addition to such professional work, most accountants are also responsible for assuring the proper recording and documentation of transactions in the accounts. They, therefore, frequently direct nonprofessional personnel in the actual day-to-day maintenance of books of accounts, the accumulation of cost or other comparable data, the preparation of standard reports and statements, and similar work. (Positions involving such supervisory work but not including professional duties as described above are not included in this description.)

*Excluded* are accountants whose *principal* or *sole* duties consist of designing or improving accounting systems or other nonoperating staff work, e.g., budget analysis,



financial analysis, financial forecasting, tax advising, etc. (The criteria that follow for distinguishing among the several levels of work are inappropriate for such jobs.) Note, however, that professional accountant positions with responsibility for recording or reporting accounting data relative to taxes are included, as are other operating or cost accountants whose work includes, but is not limited to, improvement of the accounting system.

Some accountants use electronic data processing equipment to process, record, and report accounting data. In some such cases the machine unit is a subordinate segment of the accounting system; in others it is a separate entity or is attached to some other organization. In either instance, provided that the primary responsibility of the position is professional accounting work of the type otherwise included, the use of data processing equipment of any type does not of itself exclude a position from the accountant description nor does it change its level.

## Accountant I

*General characteristics.* At this beginning professional level, the accountant learns to apply the principles, theories, and concepts of accounting to a specific system. The position is distinguishable from nonprofessional positions by the variety of assignments; rate and scope of development expected; and the existence, implicit or explicit, of a planned training program designed to give the entering accountant practical experience. (Terminal positions are excluded.)

*Direction received.* Works under close supervision of an experienced accountant whose guidance is directed primarily to the development of the trainee's professional ability and to the evaluation of advancement potential. Limits of assignments are clearly defined, methods of procedure are specified, and kinds of items to be noted and referred to supervisor are identified.

*Typical duties and responsibilities.* Performs a variety of accounting tasks such as: Examining a variety of financial statements for completeness, internal accuracy, and conformance with uniform accounting classifications or other specific accounting requirements; reconciling reports and financial data with financial statements already on file, and pointing out apparent inconsistencies or errors; carrying out assigned steps in an accounting analysis, such as computing standard ratios; assembling and summarizing accounting literature on a given subject; preparing relatively simple financial statements not involving problems of analysis or presentation; and preparing charts, tables, and other exhibits to be used in reports. In addition, may also perform some nonprofessional tasks for training purposes.

*Responsibility for the direction of others.* Usually none.

## Accountant II

*General characteristics.* At this level, the accountant makes practical application of technical accounting practices and concepts beyond the mere application of detailed rules and instructions. Initial assignments are designed to expand practical experience and to develop professional judgment in the application of basic accounting techniques to simple problems. Is expected to be competent in the application of standard procedures and requirements to routine transactions, to raise questions about unusual or questionable items, and to suggest solutions.

*Direction received.* Work is reviewed to verify general accuracy and coverage of unusual problems, and to insure conformance with required procedures and special instructions.

*Typical duties and responsibilities.* Performs a variety of accounting tasks, e.g., prepares routine working papers, schedules, exhibits, and summaries indicating the extent of the examination and presenting and supporting findings and recommendations. Examines a variety of accounting documents to verify accuracy of computations and to ascertain that all transactions are properly supported, are in accordance with pertinent policies and procedures, and are classified and recorded according to acceptable accounting standards.

*Responsibility for the direction of others.* Usually none, although sometimes responsible for supervision of a few clerks.

## Accountant III

*General characteristics.* The accountant at this level applies well-established accounting principles, theories, concepts, and practices to moderately difficult problems. Receives detailed instructions concerning the overall accounting system and its objectives, the policies and procedures under which it is operated, and the nature of changes in the system or its operation. Characteristically, the accounting system or assigned segment is stable and well established (i.e., the basic chart of accounts, classifications, the nature of the cost accounting system, the report requirements, and the procedures are changed infrequently).

Depending upon the work load involved, the accountant may have such assignments as supervision of the *day-to-day* operation of: (a) the entire system of a relatively small organization; (b) a major segment (e.g., general accounting, cost accounting, financial statements and reports) of a somewhat larger system; or (c) in a complex system, may be assigned to a relatively narrow and specialized segment dealing with some problem, function, or portion of work which is appropriate for this level.

*Direction received.* A higher level professional accountant



normally is available to furnish advice and assistance as needed. Work is reviewed for technical accuracy, adequacy of professional judgment, and compliance with instructions through spot checks, appraisal of results, subsequent processing, analysis of reports and statements, and other appropriate means.

*Typical duties and responsibilities.* The primary responsibility of most positions at this level is to assure that the assigned day-to-day operations are carried out in accordance with established accounting principles, policies, and objectives. The accountant performs such professional work as: Developing nonstandard reports and statements (e.g., those containing cash forecasts reflecting the interrelations of accounting, cost budgeting, or comparable information); interpreting and pointing out trends or deviations from standards; projecting data into the future; predicting the effects of changes in operating programs; or identifying management informational needs, and refining account structures or reports accordingly.

Within the limits of delegated responsibility, makes day-to-day decisions concerning the accounting treatment of financial transactions. Is expected to recommend solutions to moderately difficult problems and propose changes in the accounting system for approval at higher levels. Such recommendations are derived from personal knowledge of the application of well-established principles and practices.

*Responsibility for the direction of others.* In most instances, is responsible for supervision of a subordinate nonprofessional staff; may coordinate the work of lower level professional accountants.

## **Accountant IV**

*General characteristics.* At this level the accountant applies well-established accounting principles, theories, concepts, and practices to a wide variety of difficult problems. Receives instructions concerning the objectives and operation of the overall accounting system. Compared with level III, the accounting system or assigned segment is more complex, i.e., (a) is relatively unstable, (b) must adjust to new or changing operational environments, (c) is substantially larger or (d) is complicated by the need to provide and coordinate separate or specialized accounting treatment and reporting (e.g., cost accounting using standard cost, process cost, and job order techniques) for different internal operations or divisions.

Depending upon the workload and degree of coordination involved, the accountant IV may have such assignments as the supervision of the day-to-day operation of: (a) an entire accounting system which has a few relatively stable accounting segments; (b) a major segment (e.g., general accounting, cost accounting, or financial statements and reports) of an accounting system serving a larger and more complex organization; or (c) in a complex

system, may be assigned to a relatively narrow and specialized segment dealing with some problem, function, or portion of work which is of the level of difficulty characteristic of this level.

*Direction received.* A higher level accountant normally is available to furnish advice and assistance as needed. Work is reviewed by spot checks and appraisal of results for adequacy of professional judgment, compliance with instructions, and overall accuracy and quality.

*Typical duties and responsibilities.* As at level III, a primary characteristic of most positions at this level is the responsibility of operating an accounting system or major segment of a system in the intended manner.

The accountant IV exercises professional judgment in making frequent, appropriate recommendations for: new accounts; revisions in the account structure; new types of ledgers; revisions in the reporting system or subsidiary records; changes in instructions regarding the use of accounts, new or refined account classifications or definitions; etc. Also makes day-to-day decisions concerning the accounting treatment of financial transactions and is expected to recommend solutions to complex problems beyond incumbent's scope of responsibility.

*Responsibility for the direction of others.* Accounting staff supervised, if any, may include professional accountants.

## **Accountant V**

*General characteristics.* The accountant V applies accounting principles, theories, concepts, and practices to the solution of problems for which no clear precedent exists or performs work which is of greater than average responsibility due to the nature or magnitude of the assigned work. Responsibilities at this level, in contrast to accountants at level IV, extend beyond accounting system maintenance to the solution of more complex technical and managerial problems. Work of accountants V is more directly concerned with what the accounting system (or segment) should be, what operating policies and procedures should be established or revised, and what is the managerial as well as the accounting meaning of the data included in the reports and statements for which they are responsible. Typically this level of work approaches chief accountant positions in terms of the nature of the concern for the accounting system and its operations, but not in terms of the breadth or scope of responsibility.

Examples of assignments characteristic of this level are supervision of the *day-to-day operation* of: (a) an entire accounting system which has a few relatively complex accounting segments; (b) a major segment of a larger and more complex accounting system; (c) an entire accounting system (or major segment) that is relatively stable and conventional when the work includes significant responsibility for accounting system design and development; or



(d) in a complex system, may be assigned to a relatively narrow and specialized segment dealing with some problem, function, or portion of work which is itself of the level of difficulty characteristic of this level.

*Direction received.* An accountant of higher level normally is available to furnish advice and assistance as needed. Work is reviewed for adequacy of professional judgment, compliance with instructions, and overall quality.

*Typical duties and responsibilities.* The accountant V performs such professional work as: Participating in the development and coordinating the implementation of new or revised accounting systems, and initiating necessary instructions and procedures; assuring that accounting reporting systems and procedures are in compliance with established administrative policies, regulations, and acceptable accounting practices; providing technical advice and services to operating managers, interpreting accounting reports and statements, and identifying problem areas; and evaluating complete assignments for conformance with applicable policies, regulations, and tax laws.

*Responsibility for the direction of others.* Accounting staff supervised generally includes professional accountants.

#### **Accountant VI**

At this level, the accounting system or segment is usually complex, i.e., (a) is generally unstable, (b) must adjust to the frequent changing needs of the organization, or (c) is complicated by the need to provide specialized or individualized reports.

Examples of assignments at this level are the supervision of the day-to-day operation of: (a) a large and complex accounting system; or (b) a major segment (e.g., general accounting, property accounting, etc.) of an unusually complex accounting system requiring technical expertise in a particular accounting field (e.g., cost accounting, tax accounting, etc.).

*Direction received.* A higher level professional accountant is normally available to furnish advice as needed. Work is reviewed for adequacy of professional judgment, compliance with instructions and policies, and overall quality.

*Typical duties and responsibilities.* Accountants at this level are delegated complete responsibility from higher authority to establish and implement new or revised accounting policies and procedures. Typically, accountants VI participate in decisionmaking sessions with operating managers who have policymaking authority for their subordinate organizations or establishments; recommend management actions or alternatives which can be taken when accounting data disclose unfavorable trends, situations, or deviations; and assist management

officials in applying financial data and information to the solution of administrative and operating problems.

*Responsibility for the direction of others.* Accounting staff supervised generally includes professional accountants.

NOTE: *Excluded* are accountants above level VI whose principal function is to direct, manage, or administer an accounting program in that they are primarily concerned with the administrative, budgetary, and policy matters of the program rather than the actual supervision of the day-to-day operations of an accounting program. This type of work requires extensive managerial ability as well as superior professional competence in order to cope with the technical accounting and management problems encountered. Typically this level of work involves responsibility for more than one accounting activity (e.g., cost accounting, sales accounting, etc.).

#### **Chief Accountant**

(1412: Accountants and auditors)

As the top technical expert in accounting, is *responsible* for the overall direction of an entire accounting program. The minimum accounting program includes: (1) general accounting (assets, liabilities, income, expense, and capital accounts, usually including responsibility for profit and loss and/or balance sheet statements); and (2) at least one other *major* accounting activity, typically tax accounting, cost accounting, property accounting, or sales accounting. It may also include such other activities as payroll and timekeeping, and mechanical or electronic data processing operations which are an adjunct of the accounting system. (Responsibility for an internal audit program is typically *not* included.)

The responsibilities of the chief accountant include all of the following:

1. On own responsibility, developing, adapting or revising an accounting system to meet the needs of the organization;
2. Supervising, either directly or through subordinate supervisors, the operation of the system with full management responsibility for the quality and quantity of work performed, training and development of subordinates, work scheduling and review, coordination with other parts of the organization served, etc.; and
3. Providing directly, or through an official such as a comptroller, advisory services to the top management officials of the organization served as to:
  - a. The status of financial resources and the financial trends or results of operations as revealed by accounting data, and selecting a manner of presentation that is meaningful to management; and
  - b. Methods of improving operations as suggested by an expert knowledge of accounting, e.g., proposals for improving cost control, property management, credit and collection, tax reduction, or similar programs.

*Excluded* are positions with responsibility for the accounting program if they also include (as a major part of



the job) responsibility for budgeting; work measurement; organization, methods, and procedures studies; or similar nonaccounting functions. (Positions of such breadth are sometimes titled comptroller, budget and accounting manager, financial manager, etc.)

Some positions responsible for supervising general accounting and one or more other major accounting activities but which do not fully meet all of the responsibilities of a chief accountant specified above may be covered by the descriptions for accountant.

Chief accountant jobs which meet the characteristics described are classified by level of work according to (a) authority and responsibility, and (b) technical complexity, using the table which follows the definitions below.

## Authority and Responsibility

### AR-1

The accounting system (i.e., accounts, procedures, and reports to be used) has been prescribed in considerable detail by higher levels in the organization. The chief accountant has final, unreviewed authority within the prescribed system, to expand it to fit the particular needs of the organization served, e.g., in the following or comparable ways:

Providing greater detail in accounts and reports or financial statements;

Establishing additional accounting controls, accounts, subaccounts, and subsidiary records; and

Providing special or interim reports and statements needed by the manager responsible for the day-to-day operations of the organization served.

This degree of authority is typically found at a subordinate establishment (e.g., plant, regional office, etc.)

### AR-2

The basic accounting system is prescribed in broad outline rather than in specific detail. While certain major financial reports, overall accounts, and general policies are required by the basic system, the chief accountant has broad latitude and *authority* to decide the specific methods, procedures, accounts, reports, etc., to be used within the organizational segment served. Approval must be secured from higher levels only for those changes which would basically affect the broad requirements prescribed by such higher levels. Typical responsibilities include:

Evaluating and taking final action on recommendations proposed by subordinate establishments for changes in aspects of the accounting system or activities not prescribed by higher authority;

Extending cost accounting operations to areas not previously covered; Instituting new cost accounting procedures;

Expanding the utilization of computers within the accounting process; and

Preparing accounting reports and statements reflecting the events and progress of the entire organization for which incumbent is responsible, often consolidating data submitted by subordinate segments.

This degree of authority is most typically found at intermediate organizational levels such as a division, subsidiary, State, or agency headquarters. It is also found in some headquarters situations where the authority of the chief accountant is less extensive than is described in AR-3.

### AR-3

Has complete responsibility for establishing and maintaining the framework for the basic accounting system used in the overall organization (e.g., company, State government) subject only to general policy guidance and control from a higher level official responsible for general financial management. Typical responsibilities include:

*Determining the basic characteristics* of the accounting system and the specific accounts to be used;

*Devising* and preparing accounting reports and statements required to meet management's needs for data;

*Establishing* basic accounting policies, interpretations, and procedures;

*Reviewing* and *taking action* on proposed revisions to the company's accounting system suggested by subordinate units; and

*Taking final action* on all technical accounting matters.

Characteristically, participates extensively in broad management processes by providing accounting advice, interpretations, or recommendations based on data accumulated in the accounting system and on professional judgment and experience.

## Technical Complexity

### TC-1

The organization which the accounting program serves has relatively few functions, products, work processes, etc., and these tend to be stable and unchanging. The accounting system operates in accordance with well-established principles and practices or those of equivalent difficulty which are typical of that industry.

### TC-2

The organization which the accounting program serves has a relatively large number of functions, products, work processes, etc., which require substantial and frequent adaptations of the basic system to meet management needs (e.g., adoption of new accounts, subaccounts, and

subsidiary records; revision of instructions for the use of accounts; improvement or expansion of methods for accumulating and reporting cost data in connection with new or changed work processes).

### TC-3

The organization which the accounting program serves puts a *heavy demand on the accounting organization for specialized and extensive adaptation* of the basic system to meet management needs. Such demands arise because the functions, products, work processes, etc., of the organization are very numerous, diverse, unique, or specialized, or there are other comparable complexities. Consequently, the accounting system, to a considerable degree, is developed well beyond established principles and accounting practices in order to:

Provide for the solution of problems for which no clear precedents exist; or

Provide for the development or extension of accounting theories and practices to deal with problems to which these theories and practices have not previously been applied.

### Subordinate Staff

In the table that follows, the number of professional accountants supervised is recognized to be a relatively crude criterion for distinguishing between various levels. It is to be considered less important in the matching process than the other criteria. In addition to the staff of professional accountants in the system for which the chief accountant is responsible, there are clerical, machine operation, bookkeeping, and related personnel.

#### Criteria for matching chief accountants by level

Level	Authority and responsibility <sup>1</sup>	Technical complexity <sup>1</sup>	Subordinate professional accounting staff
I	AR-1	TC-1	Only one or two professional accountants who do not exceed the accountant III job definition.
	or		
	AR-2	TC-1	About 5 to 10 professional accountants. Most of these match the accountant III job definition, but one or two may match the accountant IV job definition.
	or		
	AR-3	TC-1	Only one or two professional accountants, who do not exceed the accountant IV job definition.
III	AR-1	TC-3	About 15 to 20 professional accountants. At least one or two match the accountant V job definition.
	or		
	AR-2	TC-2	About 15 to 20 professional accountants. Many of these match the accountant IV job definition, but some may match the accountant V job definition.
	or		
	AR-3	TC-1	About 5 to 10 professional accountants. Most of these match the accountant III job definition, but one or two may match as high as accountant V.
IV	AR-2	TC-3	About 25 to 40 professional accountants. Many of these match the accountant V job definition, but several may exceed that level.
	or		
	AR-3	TC-2	About 15 to 20 professional accountants. Most of these match the accountant IV job definition, but several may match the accountant V and one or two may exceed that level.
V			
	AR-3	TC-3	About 25 to 40 professional accountants. Many of these match the accountant V job definition, but several may exceed that level.

<sup>1</sup> AR-1,-2, and -3 and TC-1,-2, and -3 are explained on the preceding pages.



## Auditor

(1412: Accountants and auditors)

Performs professional auditing work requiring a bachelor's degree in accounting or, in rare instances, equivalent experience and education combined. Audits the financial records and practices of either an entire organization (e.g., company, government), or of its divisions or other components to appraise systematically and verify the accounting accuracy of records and reports and to assure the consistent application of accepted accounting principles. Evaluates the adequacy of the accounting system and internal financial controls. Makes appropriate recommendations for improvement as necessary. To the extent determined necessary, examines the transactions entering into the balance sheet, and the transactions entering into income, expense, and cost accounts.

### *Determines:*

1. The existence of recorded assets (including the observation of the taking of physical inventories) and the all-inclusiveness of recorded liabilities.
2. The accuracy of financial statements or reports and the fairness of presentation of facts therein.
3. The propriety or legality of transactions.
4. The degree of compliance with established policies and procedures concerning financial transactions.

### *Excluded from this definition are:*

- a. Auditors primarily examining or reporting on the financial management of internal operations. These auditors evaluate such matters as: (1) the operation's degree of compliance with the principles of sound financial management; and (2) the effectiveness of management and operating controls;
- b. Auditors assigned to audit programs which are confined on a relatively permanent basis to repetitive examination of a limited area of operations and accounting processes, e.g., accounts payable and receivable; payroll; physical inventory; and branch offices which do not have complete accounting systems. This does not preclude positions responsible for performing a segment of an audit (i.e., examining individual items on a balance sheet, rather than the entire balance sheet), *as long as the work directly relates to the financial audit program*; and
- c. EDP auditors. These positions require an extensive knowledge of computer systems, programming, etc.

## Auditor I

*General characteristics.* As a trainee auditor at the entering professional level, performs a variety of routine assignments. Typically, the trainee is rotated through a variety of tasks under a planned training program designed to provide practical experience in applying the principles, theories, and concepts of accounting and auditing to specific situations. (Terminal positions are excluded.)

*Direction received.* Works under close supervision of an experienced auditor whose guidance is directed primarily to the development of the trainee's professional ability and to the evaluation of advancement potential. Limits of assignments are clearly defined, methods of procedure are specified, and kinds of items to be noted and referred to supervisor are identified.

*Typical duties and responsibilities.* Assists in making audits by performing such tasks as: Verifying the accuracy of the balances in various records; examining a variety of types of documents and vouchers for accuracy of computations; checking transactions to assure they are properly documented and have been recorded in accordance with correct accounting classifications; verifying the count of inventories; preparing detailed statements, schedules, and standard audit working papers; counting cash and other assets; and preparing simple reconciliations and similar functions.

## Auditor II

*General characteristics.* At this level, the professional auditor serves as a junior member of audit team, independently performing selected portions of the audit which are limited in scope and complexity. Auditors at this level typically have acquired knowledge of overall operations, policies, and procedures.

*Direction received.* Detailed instructions are furnished and the work is reviewed to the extent necessary to verify its general accuracy and coverage of unusual problems, and to insure conformance with required procedures and special instructions. Any technical problems not covered by instructions are brought to the attention of a superior.

*Typical duties and responsibilities.* Applies knowledge of *accounting theory* and audit practices to a variety of relatively simple professional problems in audit assignments, including such tasks as: Verification of reports against source accounts and records to determine their reliability; reconciliation of bank and other accounts and verifying the detail of recorded transactions; detailed examinations of cash receipts and disbursement vouchers, payroll records, requisitions, work orders, receiving reports, and other accounting documents to ascertain that transactions are properly supported and are recorded correctly from an accounting or regulatory standpoint; or preparing working papers, schedules, and summaries.

## Auditor III

*General characteristics.* Work at this level consists of the audit of operations and accounting processes that are relatively stable, well established, and typical of the industry. The audits primarily involve the collection and analysis of readily available findings; there is previous audit experience that is directly applicable; the audit reports are normally prepared in a prescribed format using



a standard method of presentation; and few, if any, major problems are anticipated. The work performed requires the *application* of substantial knowledge of accounting principles and practices, e.g., bases for distinguishing among capital maintenance and operating expenses; accruing reserves for taxes; and other accounting considerations of an equivalent nature.

*Direction received.* Work is normally within an established audit program and supervision is provided by a higher level auditor who outlines and discusses assignments. Work is spot checked in progress. Completed assignments are reviewed for adequacy of coverage, soundness of judgment, compliance with professional standards, and adherence to policies.

*Typical duties and responsibilities.* The auditor examines transactions and verifies accounts; observes and evaluates accounting procedures and internal controls; and prepares audit working papers and submits an audit report in the required pattern containing recommendations for needed changes or improvements. Usually is responsible for selecting the detailed audit methods to follow, choosing the audit sample and its size, determining the extent to which discrepancies need to be investigated, and deciding the depth of analyses required to support reported findings, and conclusions.

Examples of assignments involving work at this level:

1. As a team leader or working alone, independently conducts audits of the complete accounts and related operations of smaller or less complex organizations (e.g., involving a centralized accounting system with few or no subordinate, subsidiary, or branch accounting records) or of comparable segments of larger organizations.
2. As a member of an audit team, independently accomplishes varied audit assignments of the above described characteristics, typically major segments of complete audits, or assignments otherwise limited in scope, of larger and more complex organizations (e.g., complex in that the accounting system entails cost, inventory, and comparable specialized *systems* integrated with the general accounting system).

Illustrative of such assignments are the audit and initial review of the accounting treatment and validity of reporting of overhead expenses in a large manufacturing or maintenance organization (e.g., major repair yard of a railroad); or the checking, verification, and balancing of all accounts receivable and accounts payable; or the analysis and verification of assets and reserves; or the inspection and evaluation of accounting controls and procedures.

#### Auditor IV

*General characteristics.* Auditors at this level are experienced professionals who apply a thorough knowledge of accounting principles and theory in connection with a variety of audits. Work at this level is characterized by the audit of organizations and accounting processes which are

complex and difficult because of such factors as: Presence of new or changed programs and accounting systems; existence of major specialized accounting functions (e.g., cost accounting, inventory accounting, sales accounting) in addition to general accounting; need to consider extensive and complicated regulatory requirements; lack of or difficulty in obtaining information; and other similar factors. Typically, a variety of different assignments are encountered over a period of time, e.g., one year. The audit reports prepared are comprehensive, explain irregularities, cite rules and regulations violated, recommend remedial actions, and contain analyses of items of special importance or interest to management.

*Direction received.* With an established audit program, has responsibility for independently planning and executing audits. Unusually difficult problems are discussed with the supervisor who also reviews completed assignments for adherence to principles and standards and the soundness of conclusions.

*Typical duties and responsibilities.* Auditors at this level have full responsibility for planning the audit, including determination of the aspects to emphasize, methods to be used, development of nonstandard or specialized audit aids, such as questionnaires, etc., *where previous audit experience and plans are of limited applicability.*

Included in the scope of work that characterizes this level are such functions as: Evaluation of methods used for determining depreciation rates of equipment; evaluation of assets where original costs are unknown; evaluation of the reliability of accounting and reporting systems; analysis of cost accounting systems and cost reports to evaluate the basis for cost and price setting; and evaluation of accounting procurement and supply management records, controls, and procedures; and many others.

Examples of assignments involving work at this level:

1. As a team leader or working alone, independently plans and conducts audits of the complete accounts and related operations of relatively large and complex organizations (e.g., complex in that the accounting system entails cost, inventory, and comparable specialized accounting systems integrated with the general accounting system) or of company branch, subsidiary, or affiliated organizations which are individually of comparable size and complexity.
2. As a member of an audit team, independently plans and accomplishes audit assignments that constitute major segments of audits of very large and complex organizations, for example, those with financial responsibilities so great as to involve specialized subordinate, subsidiary, or affiliate accounting systems that are complete in themselves.

NOTE: *Excluded* from level IV are auditors who, as team leaders or working alone, conduct *complete* audits of very large and complex organizations, for example, those with financial responsibilities so great as to involve special-



ized subordinate, subsidiary, or affiliate accounting systems that are complete in themselves; or are team members assigned to major segments of audits of even larger or more complex organizations. *Also excluded* are positions primarily responsible for overseeing multiple concurrent audits.

## **Public Accountant**

(1412: Accountants and auditors)

Performs professional auditing work in a public accounting firm. Work requires at least a bachelor's degree in accounting. Participates in or conducts audits to ascertain the fairness of financial representations made by client companies. May also assist the client in improving accounting procedures and operations.

Examines financial reports, accounting records, and related documents and practices of clients. Determines whether all important matters have been disclosed and whether procedures are consistent and conform to acceptable practices. Samples and tests transactions, internal controls, and other elements of the accounting system(s) as needed to render the accounting firm's final written opinion.

*Excluded* are positions which do not require full professional accounting training. *Also excluded* are specialist positions in tax or management advisory services.

## **Public accountant I**

*General characteristics.* As an entry level public accountant, serves as a junior member of an audit team. Receives classroom and on-the-job training to provide practical experience in applying the principles, theories, and concepts of accounting and auditing to specific situations. (Positions held by trainee public accountants with advanced degrees, such as MBA's, are excluded at this level.)

*Direction received.* Complete instructions are furnished and work is reviewed to verify its accuracy, conformance with required procedures and instructions, and usefulness in facilitating the accountant's professional growth. Any technical problems not covered by instructions are brought to the attention of a superior.

*Typical duties and responsibilities.* Carries out basic audit tests and procedures, such as: Verifying reports against source accounts and records; reconciling bank and other accounts; and examining cash receipts and disbursements, payroll records, requisitions, receiving reports, and other accounting documents in detail to ascertain that transactions are properly supported and recorded. Prepares selected portions of audit working papers.

## **Public accountant II**

*General characteristics.* At this level, the public accountant carries out routine audit functions and detail work with relative independence. Serves as a member of an audit team on assignments planned to provide exposure to a variety of client organizations and audit situations. Specific assignments depend upon the difficulty and complexity of the audit and whether the client has been previously audited by the firm. On moderately complex audits where there is previous audit experience by the firm, accomplishes complete segments of the audit (i.e., functional work areas such as cash, receivables, etc.). When assigned to more complicated audits, carries out activities similar to public accountant I.

*Direction received.* Works under the supervision of a higher level public accountant who provides instructions and continuing direction as necessary. Work is spot checked in progress and reviewed upon completion to determine the adequacy of procedures, soundness of judgment, compliance with professional standards, and adherence to clearly established methods and techniques. All interpretations are subject to close professional review.

*Typical duties and responsibilities.* Carries out a variety of sampling and testing procedures in accordance with the prescribed audit program, including the examination of transactions and verification of accounts, the analysis and evaluation of accounting practices and internal controls, and other detail work. Prepares a share of the audit working papers and participates in drafting reports. In moderately complex audits, may assist in selecting appropriate tests, samples, and methods commonly applied by the firm and may serve as primary assistant to the accountant in charge. In more complicated audits, concentrates on detail work. Occasionally may be in charge of small, uncomplicated audits which require only one or two other subordinate accountants. Personal contacts usually involve only the exchange of factual technical information and are usually limited to the client's operating accounting staff and department heads.

## **Public accountant III**

*General characteristics.* At this level, the public accountant is in charge of a complete audit and may lead a team of several subordinates. Audits are usually accomplished one at a time and are typically carried out at a single location. The firms audited are typically moderately complex, and there is usually previous audit experience by the firm. The audit conforms to standard procedural guidelines, but is often tailored to fit the client's business activities. Routine procedures and techniques are sometimes inadequate and require adaptation. Necessary data are not always readily available. When assigned to more difficult and complex audits (see level IV), the accountant may run the audit of a major component or serve as the primary assistant to the accountant in charge.



*Direction received.* Works under the general supervision of a higher level public accountant who oversees the operation of the audit. Work is performed independently, applying generally accepted accounting principles and auditing standards, but assistance on difficult technical matters is available. Work may be checked occasionally during progress for appropriateness and adherence to time requirements, but routine analyses, methods, techniques, and procedures applied at the work site are expected to be correct.

*Typical duties and responsibilities.* Is responsible for carrying out the technical features of the audit, leading team members and personally performing the most difficult work. Carries out field work in accordance with the general format prescribed in the audit program, but selects specific methods and types and sizes of samples and tests. Assigns work to team members, furnishes guidance, and adjusts workloads to accommodate daily priorities. Thoroughly reviews work performed for technical accuracy and adequacy. Resolves anticipated problems with established guidelines and priorities but refers problems of unusual difficulty to superiors for discussion and advice. Drafts financial statements, final reports, management letters, and other closing memoranda. Discusses significant recommendations with superiors and may serve as technical resource at "closing" meetings with clients. Personal contacts are usually with chief accountants and assistant controllers of medium-size companies and divisions of large corporations to explain and interpret policies and procedures governing the audit process.

#### **Public accountant IV**

*General characteristics.* At this level, the public accountant directs field work including difficult audits—e.g., those involving initial audits of new clients, acquisitions, or stock registration—and may oversee a large audit team split between several locations. The audit team usually includes one or more level III public accountants who handle major components of the audit. The audits are complex and clients typically include those engaged in projects which span accounting periods; highly regulated industries which have various external reporting requirements; publicly held corporations; or businesses with very high dollar or transaction volume. Clients are frequently large with a variety of operations which may have different accounting systems. Guidelines may be general or lacking and audit programs are intricate, often requiring extensive tailoring to meet atypical or novel situations.

*Direction received.* Works under general supervision. The supervisor sets overall objectives and resource limits but relies on the accountant to fully plan and direct all technical phases of the audit. Issues not covered by guidelines or known precedents are discussed with the supervisor, but the accountant's recommended

approaches and courses of action are normally approved. Work is reviewed for soundness of approach, completeness, and conformance with established policies of the firm.

*Typical duties and responsibilities.* Is responsible for carrying out the operational and technical features of the audit, directing the work of team members, and personally performing the most difficult work. Often participates in the development of the audit scope, and drafts complicated audit programs with a large number of concurrently executed phases. Independently develops audit steps and detailed procedures, deviating from traditional methods to the extent required. Makes program adjustments as necessary once an audit has begun; selects specific methods, types and sizes of samples, the extent to which discrepancies need to be investigated, and the depth of required analyses. Resolves most operational difficulties and unanticipated problems.

Assigns work to team members; reviews work for appropriateness, conformance to time requirements, and adherence to generally accepted accounting principles and auditing standards. Consolidates working papers, draft reports, and findings; and prepares financial statements, management letters, and other closing memoranda for management approval. Participates in "closing" meetings as a technical resource and may be called upon to sell or defend controversial and critical observations and recommendations. Personal contacts are extensive and typically include top executives of smaller clients and mid- to upper-level financial and management officers of large corporations, e.g., assistant controllers and controllers. Such contacts involve coordinating and advising on work efforts and resolving operating problems.

NOTE: *Excluded* from this level are public accountants who direct field work associated with the complete range of audits undertaken by the firm, lead the largest and most difficult audits, and who frequently oversee teams performing concurrent audits. This type of work requires extensive knowledge of one or more industries to make subjective determinations on questions of tax, law, accounting, and business practices. Audits may be complicated by such factors as: The size and diversity of the client organizations (e.g., multinational corporations and conglomerates with a large number of separate and distinct subsidiaries); accounting issues where precedents are lacking or in conflict; and, in some cases, clients who are encountering substantial financial difficulties. They perform most work without technical supervision and completed audits are reviewed mainly for propriety of recommendations and conformance with general policies of the firm. *Also excluded* are public accountants whose principal function is to manage, rather than perform accounting work, and the equity owners of the firm who have final approval authority.



## Personnel Specialist

(143: Personnel, training, and labor relations specialists)

Plans, administers, advises on, or performs professional work in *one or more* personnel specialties, such as:

*Job analysis/evaluation:* Analyzing, evaluating, and defining occupations or positions based on duties, responsibilities, and qualification requirements in order to establish or maintain a framework for equitable compensation.

*Salary and benefit administration:* Analyzing and evaluating compensation practices, participating in compensation surveys, and recommending pay and benefit adjustments.

*Recruitment and placement:* Recruiting applicants through various sources (e.g., schools, colleges, employment agencies, newspapers, professional societies); evaluating applicants using qualification ratings, test scores, interviews, and reference checks; and recommending applicant placement.

*Employee development:* Planning, evaluating, and administering employee training and development programs to achieve both organizational goals and personnel management objectives.

*Employee relations and services:* Providing guidance, advice, and assistance on such matters as employee services and benefits; management-employee communications; performance appraisals, grievances, and appeals; equal employment opportunity; and employee conduct and discipline.

*Equal employment opportunity:* Planning, evaluating, and administering equal opportunity provisions.

*Labor relations:* Advising and assisting management on a variety of labor relations matters, and negotiating and administering labor agreements on behalf of management.

In addition to the technical responsibilities described in levels I through VI, personnel specialists may also *manage personnel functions* and supervise subordinate staff. At levels I and II, the subordinate staff typically consists of clerks and paraprofessionals; level III may coordinate the work of lower level specialists; and levels IV and above may supervise subordinate specialists. Positions which are *primarily supervisory*, rather than technical, in nature (i.e., they are not readily matchable to the level-to-level distinctions in this definition) are matched to the personnel supervisor/manager definition.

This broad, generic occupation includes specialists: (1) working in personnel *operations*; (2) reviewing and evaluating the quality of personnel programs; and (3) developing and revising personnel programs and procedures.

*Excluded are:*

- a. Positions matched to the personnel director or personnel supervisor/manager definition;
- b. Clerical and paraprofessional positions;

- c. Labor relations specialists who negotiate with labor unions as the *principal* representative of their *overall* organization;
- d. Specialists with matchable titles (e.g., labor relations specialist, equal opportunity specialist) who are not part of the establishment's personnel program;
- e. Specialists in other occupations (e.g., nursing, organizational development, payroll, safety and health, security, and training), *even if* these positions are part of the establishment's personnel program; and
- f. Positions not requiring: (1) 3 years of administrative, technical, or substantive clerical experience; (2) a bachelor's degree in any field; or (3) any equivalent combination of experience and education yielding basic skills in problem analysis and communication.

### Personnel specialist I (operations only)

As a trainee, receives classroom and/or on-the-job training in the principles, procedures, and regulations of the personnel program and in the programs, policies, and objectives of the employing organization. Assignments provide experience in applying personnel management principles, procedures, and techniques, while performing a variety of uncomplicated tasks under close supervision.

### Personnel specialist II

*Operations.* Performs standard procedural duties which provide experience in using personnel management principles and techniques and in identifying, analyzing, and resolving personnel problems. Provides limited advice to management, such as informing departmental supervisors of typical duty patterns which comprise an occupational level or of types of candidates available for a type of particular job. Receives specific instructions with each new assignment.

*Program evaluation and development.* Assists higher level specialists in preliminary phases of evaluation or development. Receives increasingly difficult assignments under close supervisory guidance and review.

*Typical duties include:* Analyzing and evaluating non-exempt jobs using standard procedures; participating in recruitment or compensation surveys for nonexempt jobs; rating applicants using established guides; explaining established policies, procedures, or regulations to employees or management; and performing limited tasks to assist higher level specialists in employee development, employee relations, and labor relations programs.

### Personnel specialist III

*Operations.* Performs moderately complex assignments following established policies and guidelines. Work requires experience both in a personnel specialty and in the organization serviced. Advises management on the solution to personnel problems of limited scope for which there are precedents. Renders advice concerning own specialty, but discusses impact on other personnel areas. Works in-



dependently under specified objectives; closer supervision is provided for complex assignments, precedent-setting actions, and actions that affect either other functional areas or key working relationships.

*Program evaluation and development.* Assists higher level specialists or managers by studying less complex aspects of personnel programs (e.g., merit promotions, incentive awards), resolving problems of average difficulty, and reporting findings to be included in evaluation reports.

*Typical duties include:* Analyzing, evaluating, and defining both exempt and nonexempt jobs in various occupational groups using established procedures; participating in surveys of broad compensation areas; recruiting and screening applicants for both exempt and nonexempt jobs, checking references and recommending placement; assisting in identifying training needs and arranging training, initiating personnel actions or awards, and interpreting established personnel policy, regulations, and precedents; or participating in preparing for and conducting labor negotiations.

#### **Personnel specialist IV**

*Operations.* Applies to three different work situations. In situation (1), specialists use technical knowledge, skills, and judgment to solve complex technical problems. Advisory services to management are similar to those described at level III. Situation (2) combines typical level III operating skills with comprehensive management advisory services. Advisory services require high technical skills, along with broad personnel knowledge, to solve problems from a total personnel management perspective. In situations (1) and (2), specialists plan and complete work following established program goals and objectives. Their judgments and recommendations are relied on for management decisions.

Situation (3) applies to specialists who are *solely* responsible for performing moderately complex assignments (as described in level III) and for rendering *final decisions* on assigned personnel matters under general administrative supervision. Responsibilities include planning and scheduling work and coordinating and integrating program(s) with other personnel, management, and operational activities.

*Program evaluation.* Conducts on-site review of personnel actions in several organizational units; determines factual basis for personnel actions, evaluates actions for consistency with established guidelines, and reports significant findings.

*Program development.* Independently develops supplemental guidelines for existing procedures.

*Typical duties include:* Analyzing, evaluating, and defining difficult exempt jobs, i.e., those in research and development, administration, law, and computer science; planning and conducting broad compensation surveys and

recommending pay and benefit adjustments; developing training plans and procedures for an organizational segment; participating in complex employee-management relations issues such as controversies, poor morale, and high turnover; or developing plans and procedures for labor negotiations in a moderately complex organization.

#### **Personnel specialist V**

*Operations.* Applies to two different work situations. In situation (1), specialists solve unusually complex and unprecedented problems which require creative solutions. In situation (2), specialists are assigned complex technical problems (as described in level IV – situation (1)) combined with responsibility for providing comprehensive advice to management. Management advisory services are complicated by jobs and organizations that are complex, new, or dynamic, and by the abstract nature of the work processes. Supervision and guidance relate largely to program goals and time schedules. Specialists are authorized to make decisions for their organizations and consult with their supervisors concerning unusual problems and developments.

*Program evaluation.* Independently evaluates personnel programs to determine the degree to which they are achieving goals and objectives, ascertaining weaknesses in programs and guidelines, and making recommendations for improvements. Conclusions are reported to top management.

*Program development.* Applies expertise in modifying procedures and guidelines. Projects are usually narrow in scope, i.e., limited to an occupational field or to a specific program area.

*Typical duties include:* Participating in the development of personnel policies and procedures; analyzing, evaluating, and defining unusually difficult jobs, e.g., those in emerging occupations which lack applicable guidelines, or in organizations so complex and dynamic that it is difficult to determine the extent of a position's responsibility; recruiting candidates for one-of-a-kind jobs; participating in employee-management relations where the underlying issues are difficult to identify; planning and administering a comprehensive employee development program; or performing labor relations assignments for a large conglomerate.

#### **Personnel specialist VI**

*Program evaluation.* Applies to three different work situations. In situation (1), specialists evaluate the personnel management program of large, complex organizations. Such evaluations require broad understanding and sensitivity both to the interrelationships between different personnel programs and to complex organizational and management relationships. In situation (2), specialists provide advice to management in improving personnel programs in unusually complex organizations. Such



expertise extends beyond knowledge of guidelines, precedents, and technical principles into areas of program management and administration. In situation (3), specialists serve as evaluation experts assigned to uniquely difficult and sensitive personnel problems, e.g., solutions are unusually controversial; specialists are required to persuade and motivate key officials to change major personnel policies or procedures; or problems include serious complaints where facts are vague.

**Program development.** Specialists have full technical responsibility for unusually complex personnel projects, studies, policies, or programs. The scope and impact of these assignments are broad and are of considerable importance to organizational management.

Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits.

### **Personnel supervisor/manager**

(143: Personnel, training, and labor relations specialists)

Supervises three or more personnel specialists and/or clerks and paraprofessionals. Although the work is supervisory in nature, it requires substantial knowledge of personnel policies, procedures, and practices.

Excluded are:

- a. Positions matched as WCP directors of personnel or personnel specialists;
- b. Labor relations positions which are responsible for negotiating with labor unions as the principal representative of their overall organization;
- c. Supervisory positions having both a base level below personnel specialist III and requiring technical expertise below personnel specialist IV; and
- d. Positions also having significant responsibility for functional areas beyond personnel (e.g., payroll, purchasing, or administration).

### **Classification by level**

Supervisory jobs are matched at one of five levels according to two factors: a) base level of work supervised, and b) level of supervision. The table following the explanations of these factors indicates the level of the supervisor for each combination of factors.

### **Base level of work**

Conceptually, the base level of work is the highest level of *nonsupervisory* work under the direct or indirect supervision of the supervisor/manager which (when added to the nonsupervisory levels above it) represents at least 25 percent of the total nonsupervisory, nonclerical staff and at least *two* of the full-time positions supervised.

To determine the base level of nonsupervisory, nonclerical work: 1) array the positions by level of difficulty; 2) determine the number of workers in each position; and 3)

count down from the highest level (if necessary) until at least 25 percent of the total nonsupervisory, nonclerical staff are represented.

Due to the unique nature of this particular occupational series, the mechanics of the base level concept are sometimes not applicable in determining the appropriate job level of a personnel supervisor/manager. See *Anomalies in Matching Personnel Supervisors/Managers* at the end of this definition for assistance in assuring correct job matches.

### **Level of supervision**

Supervisors and managers are matched at one of the three LS levels below which best describes their supervisory responsibility.

**LS-1** Plans, coordinates, and evaluates the work of a small staff, normally not more than 10 personnel specialists, paraprofessionals, and clerks; estimates staffing needs for personnel unit and schedules, assigns, and reviews work to meet completion date; interviews candidates for own unit and recommends hires, promotions, or reassignments; and resolves complaints, referring group grievances and more serious unresolved complaints to higher level supervisors; may reprimand employees.

**LS-2** Directs a sizable staff (normally 10–20 employees), typically divided into sub-units controlled by subordinate supervisors; advises higher level management on work problems of own unit and the impact on broader programs; collaborates with heads of other units to negotiate and/or coordinate work changes; makes decisions on work or training problems presented by subordinate supervisors; evaluates subordinate supervisors and reviews their evaluations of their employees; selects nonsupervisors (higher level approval is virtually assured) and recommends supervisory selections; and hears group grievances and serious or unresolved complaints. May shift resources among projects and perform long range budget planning.

**NOTE:** In rare instances, supervisory positions responsible for directing a sizable staff (e.g., 10–20 employees) may not have subordinate supervisors, but *have all other LS-2 responsibilities*. Such positions are matched to LS-2.

**LS-3** Directs two subordinate supervisory levels and the work force managed typically includes substantially more than 20 employees. Makes major decisions and recommendations (listed below) which have a direct, important, and substantial effect on own organization and work. Performs *at least three* of the following:

decides what programs and projects should be initiated, dropped, expanded, or curtailed;



determines long-range plans in response to program changes, evaluates program goals, and redefines objectives;

determines changes to be made in organizational structure, delegation of authority, coordination of units, etc.;

decides what compromises to make in program operations in view of public relations implications and need for support from various groups;

decides on the means to substantially reduce program operating costs without impairing overall operations; justifies major equipment expenditures; and

resolves differences between key subordinate officials; decides, or significantly affects final decisions, on personnel actions for subordinate supervisors and other key subordinates.

#### Criteria for matching personnel supervisors/managers

Base level of nonsupervisory Job(s)	Level of supervisor		
Matched in the personnel specialist definition	LS-1	LS-2	LS-3
III	I	II	III
IV	II	III	IV
V	III	IV	V
VI	IV	V	Exclude

#### Level equivalents of personnel professional occupations

Personnel specialist	Personnel supervisor/manager	Director of personnel
I		
II		
III		
IV	I	I
V	II	II
VI	III	III
	IV	IV
	V	V

#### Anomalies in matching personnel supervisor/managers

- Base level artificially low.* The leanness of subordinate staff often combines with the appropriate LS level to produce a level of supervisor/manager which is below the supervisor/manager's level of technical expertise, as measured by the personnel specialist definition. In these instances, the level of the supervisor/manager match is raised to correlate to the equivalent level of personnel specialist (see table above).
- Relationship between supervisor/manager and director of personnel.* Personnel supervisor/managers are matched below the equivalent level of the personnel director to whom they report (see chart above).
- Matching assistant directors of personnel.* In rare instances, establishment pay for an assistant director of personnel is based on the *director's* pay, rather than *either* the *level and size* of subordinate staff or the assistant director's *technical expertise*. In these instances, a reasonable solution usually consists of matching the assistant director to the supervisor/manager definition, one WCP level below the equivalent level of the director of personnel match (see table above).

#### Director of Personnel

(143: Personnel, training, and labor relations specialists)

Directs a personnel management program for an organization or segment of an organization. Serves top management officials as the source of advice and assistance on personnel management matters and problems generally; is typically consulted on the personnel implications of planned changes in management policy or programs, the effects on the organization of economic or market trends, product or production method changes, changes in legislation, etc.; represents management in contacts with other organizations, dealing primarily with personnel management matters.

Typically, the director of personnel for an *overall organization* reports to a policymaking official in charge of administration and personnel management activities or to an officer of similar level. However, in industries such as health care, banking, and retail trade, where precedents exist for most personnel policies and procedures, the director of personnel may report directly to the chief operating officer. Below the headquarters level, the director of personnel typically reports to a management official *responsible* for operating an organizational segment.

For a job to be covered by this definition, the personnel management program *must include* significant responsibility for *all three* of the following functions:

- Administering a job evaluation system; i.e., a system in which there are established procedures by which jobs are analyzed and evaluated on the basis of their duties, responsibilities, and qualification requirements in order to provide a foundation for equitable compensation. Such a system may include: The use of job evaluation factors; the preparation of formal job descriptions; and such related functions as wage and salary surveys and merit rating system administration. The job evaluation system(s) must cover a substantial portion of the jobs in the organization.
- Employment and placement function; i.e., recruiting actively for at least some kinds of workers through a variety of sources (e.g., schools or colleges, employment agencies, professional societies); evaluating applicants against demands of particular jobs by use of such techniques as job analysis, interviews, written tests of aptitude, knowledge or skill, reference checks, and experience evaluations; and recommending selections and job placements to management.
- Employee relations and service function; i.e., functions designed to maintain employee morale and productivity at a high level (e.g., administering a formal or informal grievance procedure; identifying and recommending solutions for personnel problems such as absenteeism, high turnover, and low productivity; administering suggestion, retirement pension, insurance, and merit rating programs; or overseeing cafeteria operations, recreational programs, and health and safety programs).

In addition, positions covered by this definition may, but do not necessarily, include responsibilities in the following areas:



- a. *Employee training and development*;
- b. *Labor relations activities* which are confined mainly to the administration, interpretation, and application of those aspects of labor union contracts that are essentially of the type described under (3) above. May also participate in bargaining of a subordinate nature, e.g., to negotiate detailed settlement of such matters as specific rates, job classifications, work rules, or hiring and layoff procedures, within the broad terms of a general agreement reached at higher levels, or to supply advice and information on technical points to the organization's principal representative;
- c. *Equal Employment Opportunity (EEO)*; or
- d. *Reporting under the Occupational Safety and Health (OSHA)*.

Excluded are:

- a. Positions in which responsibility for actual contract negotiation with labor unions as the principal representative of the organization is a significant aspect of the job, i.e., a responsibility which serves as a primary basis for *qualification requirements* or compensation;
- b. Positions servicing fewer than 250 (FTE) employees;
- c. Positions participating in the management and formulation of policy for the overall organization in addition to directing its personnel program; and
- d. Positions responsible for directing a personnel program but which do not fully meet *all* of the responsibilities of a director of personnel. These positions should be matched to the definition for personnel supervisor/manager.

Director of personnel jobs which meet the above definition are classified by level of work in accordance with the following tabulation:

**Criteria for matching directors of personnel by level**

Number of employees in work force serviced (FTE)	"Operations level" personnel program <sup>1</sup>		Development level" personnel program <sup>2</sup>	
	"Type A" organization serviced <sup>3</sup>	"Type B" organization serviced <sup>4</sup>	"Type A" organization serviced <sup>3</sup>	"Type B" organization serviced <sup>4</sup>
250-750	I	II	II	III
1,000-5,000	II	III	III	IV
6,000-12,000	III	IV	IV	V
15,000-25,000	IV		V	V

<sup>1</sup> "Operations level" personnel program—director of personnel servicing an organization segment where the basic personnel program policies, plans, and objectives are established at a higher organizational level (e.g., headquarters). The personnel director's responsibility is to put these into operation in such a manner as to most effectively serve local management needs.

<sup>2</sup> Development level" personnel program—either:

- a. Director of personnel servicing an *overall organization* (with or without subordinate segments) where the personnel director plays an important role in establishment of basic personnel policies, plans, and objectives subject to policy direction and control from policymaking officials. In industries where precedents exist for most personnel policies and procedures, developmental authority is generally reserved for the top personnel official in an organization.

OR

- b. Director of personnel servicing an intermediate organization below the headquarters level, e.g., a division or subsidiary, to which a relatively complete delegation of personnel program planning and development responsibility is made. In this situation, only basic policy direction is given by the parent organization and local officials. The director of personnel *has essentially the same degree of latitude and responsibility for establishment of basic personnel policies, plans, and objectives* as described above in paragraph (a).

<sup>3</sup> "Type A" organization serviced—most jobs serviced do not present particularly difficult or unusual recruitment, job evaluation, or training problems because the jobs consist of relatively easy-to-understand work processes, and an adequate labor supply is available. These conditions are most likely to be found in organizations in which the work force and organizational structure are relatively stable.

<sup>4</sup> "Type B" organization serviced—a substantial proportion of the jobs present difficult recruitment, job evaluation, or training problems because the jobs: consist of hard-to-understand work processes (e.g., professional, scientific, administrative, or technical); have hard-to-match skill requirements; are in new or emerging occupations; or are extremely hard to fill. These conditions are most likely to be found in organizations in which the work force, organizational structure, work processes or function, etc., are complicated or unstable.

NOTE: There are gaps between the elements used to determine job levels. These gaps have been provided purposely to allow room for judgment. For example, an "operations" position which services 850 employees is matched at level II if the organization serviced falls slightly below type B. However, the same position is matched at level I if the organization serviced clearly fits type A.

## Attorney

(211: Lawyers)

Performs consultation and advisory work and carries out the legal processes necessary to effect the rights, privileges, and obligations of the organization. The work performed requires completion of law school with an L.L.B. degree (or the equivalent) and admission to the bar. Responsibilities or functions include one or more of the following or comparable duties:

Preparing and reviewing various legal instruments and documents, such as contracts, leases, licenses, purchases, sales, real estate, etc.;

Acting as agent of the organization in its transactions;

Examining material (e.g., advertisements, publications, etc.) for legal implications; advising officials of proposed legislation which might affect the organization;

Applying for patents, copyrights, or registration of the organization's products, processes, devices, and trademarks; advising whether to initiate or defend lawsuits;

Conducting pretrial preparations; defending the organization in lawsuits; and

Advising officials on tax matters, government regulations, and/or legal rights.

Excluded from this definition are:

Patent work which requires professional training in addition to legal training (typically, a degree in engineering or in a science);

Claims examining, claims investigating, or similar work for which professional legal training and bar membership are not essential;

Attorneys, frequently titled "general counsel" or "attorney general" (and their immediate full associates or deputies), who are responsible for participating in the management

and formulation of policy for the overall organization in addition to directing its legal work. (The duties and responsibilities of such positions exceed level VI as described below);

Attorneys in legal firms; and,

Attorneys primarily responsible for: Prosecuting defendants;

drafting legislation; defending the general public (e.g., public defenders, students' attorneys); and planning and producing legal publications.

Attorney jobs which meet the above definitions are classified and coded in accordance with the table below.

#### Criteria for matching attorneys by level

Level and code	Difficulty level of legal work	Responsibility level of job	Experience required
I	This is the entry level. The duties and responsibilities after initial orientation and training are those described in D-1 and R-1.		Completion of law school with an L.L.B. or J.D. degree plus admission to the bar.
II	D-1	R-1	Sufficient professional experience (at least 1 year, usually more) at the "D-1" level to assure competence.
	D-2 or	R-1	
III	D-2	R-2	At least 1 years, usually more, of professional experience at the "D-2" level.
	D-3 or	R-3	
IV	D-2	R-3	Extensive professional experience at the "D-2" or a higher level.
	D-3 or	R-2	
V	D-2	R-4	Extensive professional experience at the "D-3" or "R-3" levels.
	D-3 or	R-3	
VI	D-3	R-4	Extensive professional experience at the "D-3" and "R-3" levels.

D-1, -2, -3, and R-1, -2, -3, and -4 are explained on the following pages.

#### Difficulty

##### D-1

Legal questions are characterized by: Facts that are well established; clearly applicable legal precedents; and matters not of substantial importance to the organization. (Usually relatively limited sums of money, e.g., a few thousand dollars, are involved.)

##### Examples of D-1 work are:

- Legal investigation, negotiation, and research preparatory to defending the organization in potential or actual lawsuits involving alleged negligence where the facts can be firmly established and there are precedent cases directly applicable to the situation;
- Searching case reports, legal documents, periodicals, textbooks, and other legal references, and preparing draft opinions on employee compensation or benefit questions where there is a substantial amount of clearly applicable statutory, regulatory, and case material; and
- Drawing up contracts and other legal documents in connection with real property transactions requiring the development of detailed information but not involving serious questions regarding titles to property or other major factual or legal issues.

##### D-2

Legal work is regularly difficult by reason of one or more of the following: the absence of clear and directly applicable legal precedents; the different possible interpretations that can be placed on the facts, the laws, or the pre-

cedents involved; the substantial importance of the legal matters to the organization (e.g., sums as large as \$100,000 are generally directly or indirectly involved); or the matter is being strongly pressed or contested in formal proceedings or in negotiations by the individuals, corporations, or government agencies involved.

##### Examples of D-2 work are:

- Advising on the legal implications of advertising representations when the facts supporting the representations and the applicable precedent cases are subject to different interpretations;
- Reviewing and advising on the implications of new or revised laws affecting the organization;
- Presenting the organization's defense in court in a negligence lawsuit which is strongly pressed by counsel for an organized group; and
- Providing legal counsel on tax questions complicated by the absence of precedent decisions that are directly applicable to the organization's situation.

##### D-3

Legal work is typically complex and difficult because of one or more of the following: The questions are unique and require a high order of original and creative legal endeavor for their solution; the questions require extensive research and analysis and the obtaining and evaluation of expert testimony regarding controversial issues in a scientific, financial, corporate organization, engineering, or other highly technical area; the legal matter is of critical importance to the organization and is being vigorously pressed



or contested (e.g., sums such as \$1 million or more are generally directly or indirectly involved.)

*Examples of D-3 work are:*

- a. Advising on the legal aspects and implications of Federal antitrust laws to projected greatly expanded marketing operations involving joint ventures with several other organizations;
- b. Planning legal strategy and representing a utility company in rate or government franchise cases involving a geographic area including parts or all of several States;
- c. Preparing and presenting a case before an appellate court where the case is highly important to the future operation of the organization and is vigorously contested by very distinguished (e.g., having a broad regional or national reputation) legal talent;
- d. Serving as the principal counsel to the officers and staff of an insurance company on the legal problems in the sale, underwriting, and administration of group contracts involving nationwide or multistate coverages and laws; and
- e. Performing the principal legal work in nonroutine, major revision of a company's charter or in effectuating new major financing steps.

## **Responsibility**

### *R-1*

Responsibility for final action is usually limited to matters covered by legal precedents and in which little deviation from standard practice is involved. Any decisions or actions having a significant bearing on the organization's business are reviewed. Is given guidance in the initial states of assignment, e.g., in planning and organizing level research and studies. Assignments are then carried out with moderate independence, although guidance is generally available and is sought from time to time on problem points.

### *R-2*

Usually works independently in investigating the facts, searching legal precedents, defining the legal and factual issues, drafting the necessary legal documents, and developing conclusions and recommendations. Decisions having an important bearing on the organization's business are reviewed. Receives information from supervisor regarding unusual circumstances or important policy considerations pertaining to a legal problem. If trials are involved, may receive guidance from a supervisor regarding presentation, line of approach, possible line of opposition to be encountered, etc. In the case of nonroutine written presentations, the final product is reviewed carefully, but primarily for overall soundness of legal reasoning and consistency with organization policy. Some, but not all, attorneys make assignments to one or more lower level attorneys, aides, or clerks.

### *R-3*

Carries out assignments independently and makes final legal determination in matters of substantial importance to the organization. Such determinations are subject to review only for consistency with organization policy, possible precedent effect, and overall effectiveness. To carry out assignments, deals regularly with officers of the organization and top level management officials and confers or negotiates regularly with senior attorneys and officials in other organizations on various aspects of assigned work. Receives little or no preliminary instruction on legal problems and a minimum of technical legal supervision. May assign and review work of a few attorneys, but this is not a primary responsibility.

### *R-4*

Carries out assignments which entail independently planning investigations and negotiations on legal problems of the highest importance to the organization and developing completed brief, opinions, contracts, or other legal products. To carry out assignments, represents the organization at conferences, hearings, or trials, and personally confers and negotiates with top attorneys and top-ranking officials in other organizations. On various aspects of assigned work, may give advice directly and personally to organization officials and top level managers, or (in extremely large and complex organizations) may work through a higher level attorney in advising officials. Generally receives no preliminary instructions on legal problems. On matters requiring the concentrated efforts of several attorneys or other specialists, is responsible for directing, coordinating, and reviewing the work of the attorneys involved.

## **OR**

As a primary responsibility, directs the work of a staff of attorneys, one, but usually more, of whom regularly perform either D-3 or R-3 legal work. With respect to the work directed, gives advice directly to organization officials and top managers, or (in extremely large and complex organizations) may give such advice through counsel. Receives guidance as to organization policy but not technical supervision or assistance except when requesting advice from or briefing by, a higher level attorney on the overall approach to the most difficult, novel or important legal questions.

## **Buyer**

(1449: Purchasing agents and buyers, not elsewhere classified)

Purchases materials, supplies, equipment, and services (e.g., utilities, maintenance, and repair). In some instances, items are of types that must be specially designed, produced, or modified by the vendor in accordance with drawings or engineering specifications.

Solicits bids, analyzes quotations received, and selects or recommends suppliers. May interview prospective vendors. Purchases items and services at the most favorable price consistent with quality, quantity, specification requirements, and other factors. Prepares or supervises preparation of purchase orders from requisitions. May expedite delivery and visit vendors' offices and plants.

Normally, purchases are unreviewed when they are consistent with past experience and are in conformance with established rules and policies. Proposed purchase transactions that deviate from the usual or from past experience in terms of prices, quality of items, quantities, etc., or that may set precedents for future purchases, are reviewed by higher authority prior to final action.

In addition to work described above, some (but not all) buyers direct the work of one or a few clerks who perform routine aspects of the work. As a secondary and subsidiary duty, some buyers may also sell or dispose of surplus, salvage, or used materials, equipment, or supplies.

**NOTE:** Some buyers are responsible for the purchasing of a variety of items and materials. When the variety includes items and work described at more than one of the following levels, the position should be considered to equal the highest level that characterizes at least a substantial portion of the buyer's time.

*Excluded are:*

- a. Buyers of items for direct sale, either wholesale or retail;
- b. Brokers and dealers buying for clients or for investment purposes;
- c. Positions that specifically require professional education and qualifications in a physical science or in engineering (e.g., chemist, mechanical engineer);
- d. Buyers who specialize in purchasing a single or a few related items of highly variable quality such as raw cotton or wool, tobacco, cattle, or leather for shoe uppers, etc. Expert personal knowledge of the item is required to judge the relative value of the goods offered, and to decide the quantity, quality, and price of each purchase in terms of its probable effect on the organization's profit and competitive status;
- e. Buyers whose principal responsibility is the supervision of a purchasing program;
- f. Persons predominantly concerned with contract or sub-contract administration;
- g. Persons whose major duties consist of ordering, recording, or requisitioning items under existing contracts;
- h. Positions restricted to clerical functions or to purchase expediting work; and
- i. Positions not requiring: 1) 3 years of administrative, technical, or substantive clerical experience; 2) a bachelor's degree in any field; or 3) any equivalent combination of experience and education yielding basic skills in problem analysis and communication.

## Buyer I

Purchases "off-the-shelf" types of readily available, commonly used materials, supplies, tools, furniture, services, etc.

Transactions usually involve local retailers, wholesalers, jobbers, and manufacturers' sales representatives.

Quantities purchased are generally small amounts, e.g., those available from local sources.

*Examples* of items purchased include: common stationery and office supplies; standard types of office furniture and fixtures; standard nuts, bolts, screws; janitorial and common building maintenance supplies; or common utility services or office machine repair services.

## Buyer II

Purchases "off-the-shelf" types of standard, generally available technical items, materials, and services. Transactions may involve occasional modification of standard and common usage items, materials, and services, and include a few stipulations about unusual packing, marking, shipping, etc.

Transactions usually involve dealing directly with manufacturers, distributors, jobbers, etc.

Quantities of items and materials purchased may be relatively large, particularly in the case of contracts for continuing supply over a period of time.

May be responsible for locating or promoting possible new sources of supply. Usually is expected to keep abreast of market trends, changes in business practices in the assigned markets, new or altered types of materials entering the market, etc.

*Examples* of items purchased include: Standard industrial types of handtools, gloves, and safety equipment; standard electronic parts, components, and component test instruments; electric motors; gasoline service station equipment; PBX or other specialized telephone services; special-purpose printing services; custodial services for a large building; and routine purchases of common raw materials such as standard grades and sizes of steel bars, rods, and angles.

Also included at this level are buyers of materials of the types described for buyer I when the quantities purchased are large, so that local sources of supply are generally inadequate and the buyer must deal directly with manufacturers on a broader than local scale.

## Buyer III

Purchases items, materials, or services of a technical and specialized nature. The items, while of a common general type, are usually made, altered, or customized to meet the user's specific needs and specifications.

Transactions usually require dealing with manufacturers. The number of potential vendors is likely to be small and price differentials often reflect import factors (quality,



delivery dates and places, etc.) that are difficult to evaluate.

The quantities purchased of any item or service may be large.

Many of the purchases involve one or more such complications as: Specifications that detail, in technical terms, the required physical, chemical, electrical, or other comparable properties; special testing prior to acceptance; grouping of items for lot bidding and awards; specialized processing, packing, or packaging requirements; export packs; overseas port differentials; etc.

Is expected to keep abreast of market and product developments. May be required to locate new sources of supply.

Some positions may involve *assisting* in the training or supervision of lower level buyers or clerks.

*Examples* of items purchased include: Castings; special extruded shapes of normal size and material; special formula paints; electric motors of special shape or speeds; production equipment; special packaging of items; raw materials in substantial quantities or with special characteristics; and protective services where security presents an especially significant problem.

#### **Buyer IV**

Purchases highly complex and technical items, materials, or services, usually those specially designed and manufactured exclusively for the purchaser.

Transactions require dealing with manufacturers and often involve persuading potential vendors to undertake the manufacture of custom designed items according to complex and rigid specifications.

Quantities of items and materials purchased are often large in order to satisfy the requirements for an entire large organization for an extended period of time. Complex schedules of delivery are often involved. Buyer determines appropriate quantities to be contracted for at any given period of time.

Transactions are often complicated by the presence of one or more such matters as inclusion of: Requirements for spare parts, preproduction samples and testing, or technical literature; or patent and royalty provisions.

Keeps abreast of market and product developments. Develops new sources of supply.

In addition to the work described above, a few positions may also require supervision of a few lower level buyers or clerks. (No position is included in this level *solely* because supervisory duties are performed.)

*Examples* of items purchased include: Special-purpose high-cost machine tools and production facilities; specialized condensers, boilers, and turbines; raw materials of critically important characteristics or quality; and parts, subassemblies, components, etc., specially designed and made to order (e.g., communications equipment for installation in aircraft being manufactured; component assemblies for missiles and rockets; and motor vehicle frames).

*NOTE: Buyers above level IV* make purchases in such unusually large quantities that they can affect the market price of a commodity or produce other significant effects on the industry or trade concerned. Others may purchase items of either 1) extraordinary technical complexity, e.g., involving the outermost limits of science or engineering, or 2) unusually high individual or unit value. Such buyers often persuade suppliers to expand their plants or convert facilities to the production of new items or services. These types of buying functions are often performed by program managers or company officials who have primary responsibilities other than buying.

#### **Computer Programmer**

(397: Programmers)

Performs programming services for establishments or for outside organizations who may contract for services. Converts specifications (precise descriptions) about business or scientific problems into a sequence of detailed instructions to solve problems by electronic data processing (EDP) equipment, i.e., digital computers. Draws program flow charts to describe the processing of data and develops the precise steps and processing logic which, when entered into the computer in coded language (COBOL, FORTRAN, or other programming language), cause the manipulation of data to achieve desired results. Tests and corrects programs and prepares instructions for operators who control the computer during runs. Modifies programs to increase operating efficiency or to respond to changes in work processes; maintains records to document program development and revisions.

At levels I, II, and III, computer programmers *may also perform* programming analysis such as: Gathering facts from users to define their business or scientific problems and to investigate the feasibility of solving problems through new or modified computer programs; developing specifications for data inputs, flow, actions, decisions, and outputs; and participating on a continuing basis in the overall program planning along with other EDP personnel and users.

In contrast, at levels IV and V, some programming analysis must be performed as part of the programming assignment. The analysis duties are identified in a separate paragraph at levels I, II, III, and IV, and are part of each alternative described at level V. However, the systems requirements are defined by systems analysts or scientists.

*Excluded are:*

- a. Positions which require a bachelor's degree in a specific scientific field (other than computer science), such as an engineering, mathematics, physics, or chemistry degree; however, positions are potential matches where the required degree may be from any of several possible scientific fields;



- b. Positions responsible for developing and modifying computer systems;
- c. Computer programmers who perform level IV or V duties but who perform no programming analysis;
- d. Workers who primarily analyze and evaluate problems concerning computer equipment or its selection or utilization;
- e. Computer systems programmers or analysts who primarily write programs or analyze problems concerning the system software, e.g., operating systems, compilers, assemblers, system utility routines, etc., which provide basic services for the use of all programs and provide for the scheduling of the execution of programs; however, positions matching this definition may develop a "total package which includes not only writing programs to process data but also selecting the computer equipment and system software required;
- f. Employees who have significant responsibility for the management or supervision of workers (e.g., systems analysts) whose positions are not covered in this definition; or employees with significant responsibility for *other functions* such as computer operations, data entry, system software, etc.; and
- g. Positions *not* requiring: 1) 3 years of administrative, technical or *substantive* clerical experience; 2) a bachelor's degree in any field; or 3) any equivalent combination of experience and education yielding basic skills in problem analysis and communication.

Positions are classified into levels based on the following definitions.

### Computer programmer I

At this trainee level, assignments are usually planned to develop basic programming skills because incumbents are typically inexperienced in applying such skills on the job. Assists higher level staff by performing elementary programming tasks which concern limited and simple data items and steps which closely follow patterns of previous work done in the organization, e.g., drawing flow charts, writing operator instructions, or coding and testing routines to accumulate counts, tallies, or summaries. May perform routine programming assignments (as described in level II) under close supervision.

In addition, as training and to assist higher level staff, *may perform* elementary factfinding concerning a specified work process, e.g., a file of clerical records which is treated as a unit (invoices, requisitions, or purchase orders, etc.); reports findings to higher level staff.

Receives classroom and/or on-the-job training in computer programming concepts, methods, and techniques and in the basic requirements of the subject matter area. May receive training in elementary factfinding. Detailed, step-by-step instructions are given for each task and any deviation must be authorized by a supervisor. Work is closely monitored in progress and reviewed in detail upon completion.

### Computer programmer II

At this level, initial assignments are designed to develop competence in applying established programming procedures to routine problems. Performs routine programming assignments that do not require skilled background experience but do require knowledge of established programming procedures and data processing requirements. Works according to clear-cut and complete specifications. The data are refined and the format of the final product is very similar to that of the input or is well defined when significantly different, i.e., there are few, if any, problems with interrelating varied records and outputs.

Maintains and modifies routine programs. Makes approved changes by amending program flow charts, developing detailed processing logic, and coding changes. Tests and documents modifications and writes operator instructions. May write routine new programs using prescribed specifications; may confer with EDP personnel to clarify procedures, processing logic, etc.

In addition, and as continued training, may evaluate simple interrelationships in the immediate programming area, e.g., whether a contemplated change in one part of a simple program would cause unwanted results in a related part; confers with user representatives to gain an understanding of the situation sufficient to formulate the needed change; and implements the change upon approval of the supervisor or higher level staff. The incumbent is provided with charts, narrative descriptions of the functions performed, an approved statement of the product desired (e.g., a change in a local establishment report), and the inputs, outputs, and record formats.

Reviews objectives and assignment details with higher level staff to insure thorough understanding; uses judgment in selecting among authorized procedures and seeks assistance when guidelines are inadequate, significant deviations are proposed, or when unanticipated problems arise. Work is usually monitored in progress; all work is reviewed upon completion for accuracy and compliance with standards.

### Computer programmer III

As a fully qualified computer programmer, applies standard programming procedures and detailed knowledge of pertinent subject matter (e.g., work processes, governing rules, clerical procedures, etc.) in a programming area such as: A recordkeeping operation (supply, personnel and payroll, inventory, purchasing, insurance payments, depositor accounts, etc.); a well-defined statistical or scientific problem; or other standardized operation or problem. Works according to approved statements of requirements and detailed specifications. While the data are clear cut, related, and equally available, there may be substantial interrelationships of a variety of records and several varied sequences of formats are usually produced.



The programs developed or modified typically are linked to several other programs in that the output of one becomes the input for another. Recognizes probable interactions of other related programs with the assigned program(s) and is familiar with related system software and computer equipment. Solves conventional programming problems. (In small organizations, may maintain programs which concern or combine several operations, i.e., users, or develop programs where there is one primary user and the others give input.)

Performs such duties as: Develops, modifies, and maintains assigned programs; designs and implements modifications to the interrelation of files and records within programs in consultation with higher level staff; monitors the operation of assigned programs and responds to problems by diagnosing and correcting errors in logic and coding; and implements and/or maintains assigned portions of a scientific programming project, applying established scientific programming techniques to well-defined mathematical, statistical, engineering, or other scientific problems usually requiring the translation of mathematical notation into processing logic and code. (Scientific programming includes assignments such as: Using predetermined physical laws expressed in mathematical terms to relate one set of data to another; the routine storage and retrieval of field test data; and using procedures for real-time command and control, scientific data reduction, signal processing, or similar areas.) Tests and documents work and writes and maintains operator instructions for assigned programs. Confers with other EDP personnel to obtain or provide factual data.

In addition, may carry out factfinding and programming analysis of a single activity or routine problem, applying established procedures where the nature of the program, feasibility, computer equipment, and programming language have already been decided. May analyze present performance of the program and take action to correct deficiencies based on discussion with the user and consultation with and approval of the supervisor or higher level staff. May assist in the review and analysis of detailed program specifications and in program design to meet changes in work processes.

Works independently under specified objectives; applies judgment in devising program logic and in selecting and adapting standard programming procedures; resolves problems and deviations according to established practices; and obtains advice where precedents are unclear or not available. Completed work is reviewed for conformance to standards, timeliness, and efficiency. May guide or instruct lower level programmers; may supervise technicians and others who assist in specific assignments.

OR

Works on complex programs (as described in level IV) under close direction of higher level staff or supervisor.

May assist higher level staff by independently performing moderately complex tasks assigned, and performing complex tasks under close supervision.

#### **Computer programmer IV**

Applies expertise in programming procedures to complex programs; recommends the redesign of programs, investigates and analyzes feasibility and program requirements, and develops programming specifications. Assigned programs typically affect a broad multiuser computer system which meets the data processing needs of a broad area (e.g., manufacturing, logistics planning, finance management, human resources, or material management) or a computer system for a project in engineering, research, accounting, statistics, etc. Plans the full range of programming actions to produce several interrelated but different products from numerous and diverse data elements which are usually from different sources; solves difficult programming problems. Uses knowledge of pertinent system software, computer equipment, work processes, regulations, and management practices.

Performs such duties as: Develops, modifies, and maintains complex programs; designs and implements the interrelations of files and records within programs which will effectively fit into the overall design of the project; working with problems or concepts, develops programs for the solution to major scientific computational problems requiring the analysis and development of logical or mathematic descriptions of functions to be programmed; and develops occasional special programs, e.g., a critical path analysis program to assist in managing a special project. Tests, documents, and writes operating instructions for all work. Confers with other EDP personnel to secure information, investigate and resolve problems, and coordinate work efforts.

In addition, performs such programming analysis as: Investigating the feasibility of alternate program design approaches to determine the best balanced solution, e.g., one that will best satisfy immediate user needs, facilitate subsequent modification, and conserve resources; on typical maintenance projects and smaller scale, limited new projects, assisting user personnel in defining problems or needs and determining work organization, the necessary files and records, and their interrelation with the program; or on large or more complicated projects, participating as a team member along with other EDP personnel and users and having responsibility for a portion of the project.

Works independently under overall objectives and direction, apprising the supervisor about progress and unusual complications. Modifies and adapts precedent solutions and proven approaches. Guidelines include constraints imposed by the related programs with which the incumbent's programs must be meshed. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. May



function as team leader or supervise a few lower level programmers or technicians on assigned work.

## Computer programmer V

At level V, workers are typically either supervisors, team leaders, staff specialists, or consultants. Some programming analysis is included as a part of the programming assignment. Supervision and review are similar to level IV.

*Typical duties and responsibilities* include one or more of the following:

1. *In a supervisory capacity*, plans, develops, coordinates, and directs a large and important programming project (finance, manufacturing, sales/marketing, human resources, or other broad area) or a number of small programming projects with complex features. A substantial portion of the work supervised (usually 2 to 3 workers) is comparable to that described for level IV. Supervises, coordinates, and reviews the work of a small staff, normally not more than 15 programmers and technicians; estimates personnel needs and schedules, assigns and reviews work to meet completion date. These day-to-day supervisors evaluate performance, resolve complaints, and make recommendations on hiring and firing. They do not make final decisions on curtailing projects, reorganizing, or reallocating resources.
2. *As team leader, staff specialist or consultant*, defines complex scientific problems (e.g., computational) or other highly complex programming problems (e.g., generating overall forecasts, projections, or other new data fields widely different from the source data or untried at the scale proposed) and directs the development of computer programs for their solution; or designs improvements in complex programs where existing precedents provide little guidance, such as an interrelated group of mathematical/statistical programs which support health insurance, natural resources, marketing trends, or other research activities. In conjunction with users (scientists or specialists), defines major problems in the subject-matter area. Contacts co-workers and user personnel at various locations to plan and coordinate project and gather data; devises ways to obtain data not previously available; arbitrates differences between various program users when conflicting requirements arise. May perform simulation studies to determine effects of changes in computer equipment or system software or may assess the feasibility and soundness of proposed programming projects which are novel and complex. Typically develops programming techniques and procedures where few precedents exist. May be assisted on projects by other programmers or technicians.

## Computer Systems Analyst

(1712: Computer systems analysts)

Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Develops complete specifications to enable computer programmers to prepare required programs; analyzes subject-matter operations to be automated; spec-

ifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates tests of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. May also write the computer programs.

*Excluded are:*

- a. Trainees who receive detailed directives and work plans, select authorized procedures for use in specific situations, and seek assistance for deviations and problems;
- b. Positions which require a bachelor's degree in a specific scientific field (other than computer science), such as an engineering, mathematics, physics, or chemistry degree; however, positions are potential matches where the required degree may be from any of several possible scientific fields;
- c. Computer programmers who write computer programs and solve user problems not requiring systems modification;
- d. Workers who primarily analyze and evaluate problems concerning computer equipment or its selection or utilization; and
- e. Computer systems programmers or analysts who primarily write programs or analyze problems concerning the system software, e.g., operating systems, compilers, assemblers, system utility routines, etc., which provide basic services for the use of all programs and provide for the scheduling or the execution of programs; however, positions matching this definition may develop a "total package" which includes not only analyzing work problems to be processed but also selecting the *computer equipment* and system software required.

Positions are classified into levels on the basis of the following definitions.

## Computer systems analyst I

At this level, initial assignments are designed to expand practical experience in applying systems analysis techniques and procedures. Provides several phases of the required systems analysis where the nature of the system is predetermined. Uses established factfinding approaches, knowledge of pertinent work processes and procedures, and familiarity with related computer programming practices, system software, and computer equipment.

Carries out factfinding and analysis as assigned, usually of a single activity or a routine problem; applies established procedures where the nature of the system, feasibility, computer equipment, and programming language have already been decided; may assist a higher level systems analyst by preparing the detailed specifications required by computer programmers from information developed by the higher level analyst; may research routine user problems and solve them by modifying the existing system when the solutions follow clear precedents. When cost and deadline estimates are required, results receive close review.



The supervisor defines objectives, priorities, and deadlines. Incumbents work independently; adapt guides to specific situations; resolve problems and deviations according to established practices; and obtain advice where precedents are unclear or not available. Completed work is reviewed for conformance to requirements, timeliness, and efficiency. May supervise technicians and others who assist in specific assignments.

### **Computer systems analyst II**

Applies systems analysis and design skills in an area such as a recordkeeping or scientific operation. A system of several varied sequences or formats is usually developed, e.g., develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, maintaining inventory accounts in a manufacturing or wholesale establishment, or processing a limited problem in a scientific project. Requires competence in most phases of system analysis and knowledge of pertinent system software and computer equipment and of the work processes, applicable regulations, workload, and practices of the assigned subject-matter area. Recognizes probable interactions of related computer systems and predicts impact of a change in assigned system.

Reviews proposals which consist of objectives, scope, and user expectations; gathers facts, analyzes data, and prepares a project synopsis which compares alternatives in terms of cost, time, availability of equipment and personnel, and recommends a course of action; and upon approval of synopsis, prepares specifications for development of computer programs. Determines and resolves data processing problems and coordinates the work with program, users, etc.; orients user personnel on new or changed procedures. May conduct special projects such as data element and code standardization throughout a broad system, working under specific objectives and bringing to the attention of the supervisor any unusual problems or controversies.

Works independently under overall project objectives and requirements; appries supervisor about progress and unusual complications. Guidelines usually include existing systems and the constraints imposed by related systems with which the incumbent's work must be meshed. Adapts design approaches successfully used in precedent systems. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. May provide functional direction to lower level assistants on assigned work.

OR

Works on a segment of a complex data processing scheme or broad system, as described for computer systems analyst, level III. Works independently on routine

assignments and receives instructions and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

### **Computer systems analyst III**

Applies systems analysis and design techniques to complex computer systems in a *broad* area such as manufacturing; finance management; engineering, accounting, or statistics; logistics planning; material management, etc. Usually, there are multiple users of the system, however, there may be complex one-user systems, e.g., for engineering or research projects. Requires competence in all phases of systems analysis techniques, concepts, and methods and knowledge of available system software, computer equipment, and the regulations, structure, techniques, and management practices of one or more subject-matter areas. Since *input data usually come from diverse sources*, is responsible for recognizing probable conflicts and integrating diverse data elements and sources. Produces innovative solutions for a variety of complex problems.

Maintains and modifies complex systems or develops new subsystems such as an integrated production scheduling, inventory control, cost analysis, or sales analysis record in which every item of each type is automatically processed through the full system of records. Guides users in formulating requirements; advises on alternatives and on the implications of new or revised data processing systems; analyzes resulting user project proposals, identifies omissions and errors in requirements, and conducts feasibility studies; recommends optimum approach and develops system design for approved projects. Interprets information and informally arbitrates between system users when conflicts exist. May serve as lead analyst in a design subgroup, directing and integrating the work of one or two lower level analysts, each responsible for several programs.

Supervision and nature of review are similar to level II; existing systems provide precedents for the operation of new subsystems.

### **Computer systems analyst IV**

Applies expert systems analysis and design techniques to complex *system development* in a specialized design area and/or resolves unique or unyielding problems in existing complex systems by *applying new technology*. Work requires a broad knowledge of data sources and flow, interactions of existing complex systems in the organization, and the capabilities and limitations of the systems software and computer equipment. Objectives and overall requirements are defined in the organization's EDP policies and standards; the primary constraints typically are those imposed by the need for compatibility with existing



systems or processes. Supervision and nature of review are similar to levels II and III.

*Typical duties and responsibilities* include one or more of the following:

1. As team or project leader, provides systems design in a *specialized and highly complex design area*, e.g., interrelated business statistics and/or projections, scientific systems, mathematical models, or similar unprecedented computer systems. *Establishes the framework of new computer systems* from feasibility studies to post-implementation evaluation. Devises new sources of data and develops new approaches and techniques for use by others. May serve as technical authority for a design area. At least one or two team members perform work at level III; one or two team members may also perform work as a level IV staff specialist or consultant as described below.
2. As staff specialist or consultant, with expertise in a specialty area (e.g., data security, telecommunications, systems analysis techniques, EDP standards development, etc.), plans and conducts analyses of unique or unyielding problems in a broad system. Identifies problems and specific issues in assigned area and prepares overall project recommendations from an EDP standpoint including feasible advancements in EDP technology; upon acceptance, determines a design strategy that anticipates directions of change; designs and monitors necessary testing and implementation plans. Performs work such as: Studies broad areas of projected work processes which cut across the organization's established EDP systems; conducts continuing review of computer technological developments applicable to system design and prepares long-range forecasts; develops EDP standards where new and improved approaches are needed; or develops recommendations for a management information system where new concepts are required.

### Computer systems analyst V

As a top technical expert, develops broad unprecedented computer systems and/or conducts critical studies central to the success of large organizations having extensive technical or highly diversified computer requirements. Considers such requirements as broad organization policy, and the diverse user needs of several organizational levels and locations. Works under general administrative direction.

*Typical duties and responsibilities* include one or more of the following:

1. As team or project leader, guides the development of broad unprecedented computer systems. The information requirements are complex and voluminous. Devises completely new ways to locate and develop data sources; establishes new factors and criteria for making subject-matter decisions. Coordinates factfinding, analysis, and design of the system and applies the most recent developments in data processing technology and computer equipment. Guidelines consist of state-of-the-art technology and general organizational policy. *At least one team member performs work at level IV.*
2. As staff specialist or consultant, is a recognized leader and authority in a large organization (as defined above). Performs at least two of the following: a) has overall

responsibility for evaluating the significance of technological advancement and developing EDP standards where new and improved approaches are needed, e.g., programming techniques; b) conceives and plans exploratory investigations critical to the overall organization where useful precedents do not exist and new concepts are required, e.g., develops recommendations regarding a comprehensive management information system; or c) evaluates existing EDP organizational policy for effectiveness, devising and formulating changes in the organization's position on broad policy issues. May be assisted on individual projects by other analysts.

### Computer systems analyst supervisor/manager

(1712: Computer systems analysts)

Supervises three or more employees, two of whom perform systems analysis. Work requires substantial and recurring use of systems analysis skills in directing staff. May also supervise programmers and related clerical and technical support personnel.

*Excluded are:*

- a. Positions also having significant responsibility for the management or supervision of functional areas (e.g., system software development, data entry, or computer operations) not related to the computer systems analyst and computer programmer definitions;
- b. Supervisory positions having base levels below computer systems analyst II or computer programmer IV; and
- c. Managers who supervise two or more subordinates performing at computer systems analyst supervisor/manager level IV.

### Classification by level

Supervisory jobs are matched at one of four levels according to two factors: a) base level of work supervised; and b) level of supervision. The table following the explanations of these factors indicates the level of the supervisor for each combination of factors.

#### Base level of work

The base level of work is the highest level of *nonsupervisory* work under the direct or indirect supervision of the supervisor/manager which (when added to the nonsupervisory levels above it) represents at least 25 percent of the total nonsupervisory, nonclerical staff and at least two of the full-time positions supervised.

To determine the base level of nonsupervisory, nonclerical work: 1) the positions are arrayed by level of difficulty; 2) the number of workers in each position is determined; and 3) in a count down from the highest level (if necessary) at least 25 percent of the total nonsupervisory, nonclerical staff are represented.

#### Level of supervision

Supervisors and managers are matched at one of the three LS levels below which best describes their supervisory responsibility.

LS-1 Plans, coordinates, and evaluates the work of a small staff, normally not more than 15 programmers, systems analysts, and technicians; estimates personnel needs and schedules, assigns, and reviews work to meet completion date; interviews candidates for own unit and recommends hires, promotions, or reassignments; resolves complaints and refers group grievances and more serious unresolved complaints to higher level supervisors; may reprimand employees.

LS-2 Directs a sizable staff (normally 15-30 employees), typically divided into sub-units controlled by subordinate supervisors; advises higher level management on work problems of own unit and the impact on broader programs; collaborates with heads of other units to negotiate and/or coordinate work changes; makes decisions on work or training problems presented by subordinate supervisors; evaluates subordinate supervisors and reviews their evaluations of other employees; selects nonsupervisors (higher level approval is virtually assured) and recommends supervisory selections; hears group grievances and serious or unresolved complaints. May shift resources among projects and perform long range budget planning.

NOTE: In *rare instances*, supervisory positions responsible for directing a sizable staff (e.g., 20-30 employees) may not have subordinate supervisors, but *have all other LS-2 responsibilities*. Such positions are matched to LS-2.

LS-3. Directs two subordinate supervisory levels and the work force managed typically includes substantially more than 30 employees. Makes major decisions and recommendations (listed below) which have a direct, important, and substantial effect on own organization and work. Performs *at least three* of the following:

decides what programs and projects should be initiated, dropped, expanded, or curtailed;

determines long-range plans in response to program changes, evaluates program goals, and redefines objectives;

determines changes to be made in organizational structure, delegation of authority, coordination of units, etc.;

decides what compromises to make in operations in view of public relations implications and need for support from various groups;

decides on the means to substantially reduce operating costs without impairing overall operations; justifies major equipment expenditures; and

resolves differences between key subordinate officials; decides, or significantly affects final decisions, on personnel actions for supervisors and other key officials.

#### Criteria for matching computer systems analyst supervisors/managers

Base level of nonsupervisory job(s)		Level of supervisor		
Matched in the computer programmer definition	Matched in the computer system analyst definition	LS-1	LS-2	LS-3
IV	II	I	II	III
V	III	II	III	IV
-	IV	III	IV	Exclude
-	V	IV	Exclude	Exclude

#### Chemist

(1845: Chemists, except biochemists)

Performs professional work in research, development, interpretation, and analysis to determine the composition, molecular structure, and properties of substances; to develop or investigate new materials and processes; and to investigate the transformation which substances undergo. Work typically requires a B.S. degree in chemistry or, in rare instances, equivalent experience and education combined.

#### Chemist I

*General characteristics.* At this beginning professional level, performs assignments designed to develop professional capabilities and to provide experience in applying the knowledge of chemistry to the job. May also receive formal classroom or seminar-type training. (Terminal positions are excluded.)

*Direction received.* Works under close supervision. Receives specific and detailed instructions as to required tasks and results expected. Work is checked during progress, and is reviewed for accuracy upon completion.

*Typical duties and responsibilities.* Performs a variety of routine tasks that are planned to provide experience and familiarization with the chemistry staff, methods, practices, and programs of the employer. The work includes a variety of routine qualitative and quantitative analyses; physical tests to determine properties such as viscosity, tensile strength, and melting point; and assisting more experienced chemists to gain additional knowledge through personal observation and discussion.

*Responsibility for the direction of others.* Usually none.

#### Chemist II

*General characteristics.* Performs routine chemical work requiring selection and application of general and specialized methods, techniques, and instruments commonly used in the laboratory, and the ability to carry out instructions when less common or proposed methods or procedures are necessary. Requires work experience acquired



in an entry level position, or appropriate graduate level study. For training and developmental purposes, assignments may include work that is typical of a higher level.

*Direction received.* Supervisor establishes the nature and extent of analysis required, specifies methods and criteria on new type of assignments, and reviews work for thoroughness of application of methods and accuracy of results.

*Typical duties and responsibilities.* Carries out a wide variety of standardized methods, tests, and procedures. In accordance with specific instructions, may carry out proposed and less common ones. Is expected to detect problems in using standardized procedures because of the condition of the sample, difficulties with the equipment, etc. Recommends modifications of procedures, e.g., extending or curtailing the analysis or using alternative procedures, based on knowledge of the problem and pertinent available literature. Conducts specified phases of research projects as an assistant to an experienced chemist.

*Responsibility for the direction of others.* May be assisted by a few aides or technicians.

### **Chemist III**

*General characteristics.* Performs a broad range of chemical tests and procedures utilized in the laboratory, using judgment in the independent evaluation, selection, and adaptation of standard methods and techniques. May carry through a complete series of tests on a product in its different process stages. Some assignments require a specialized knowledge of one or two common categories of related substances. Performance at this level requires developmental experience in a professional position, or equivalent graduate level education.

*Direction received.* On routine work, supervision is very general. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment.

*Typical duties and responsibilities.* In accordance with instructions as to the nature of the problem, selects standard methods, tests, or procedures; when necessary, develops or works out alternative or modified methods with supervisor's concurrence. Assists in research by analyzing samples or testing new procedures that require specialized training because a) standard methods are inapplicable, b) analytical findings must be interpreted in terms of compliance or noncompliance with standards, or c) specialized and advanced equipment and techniques must be adapted.

*Responsibility for the direction of others.* May supervise or coordinate the work of a few technicians or aides, and be assisted by lower level chemists.

### **Chemist IV**

*General characteristics.* As a fully competent chemist in all conventional aspects of the subject matter or the functional area of the assignments, plans and conducts work requiring a) mastery of specialized techniques or ingenuity in selecting and evaluating approaches to unforeseen or novel problems, and b) ability to apply a research approach to the solution of a wide variety of problems and to assimilate the details and significance of chemical and physical analyses, procedures, and tests. Requires sufficient professional experience to assure competence as a fully trained worker; or, for positions primarily of a research nature, completion of all requirements for a doctoral degree may be substituted for experience.

*Direction received.* Independently performs most assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects.

*Typical duties and responsibilities.* Conducts laboratory assignments requiring the determination and evaluation of alternative procedures and the sequence of performing them. Performs complex, exacting, or unusual analytical assignments requiring specialized knowledge of techniques or products. Interprets results, prepares reports, and may provide technical advice in specialized area.

*Responsibility for the direction of others.* May supervise a small staff of chemists and technicians.

### **Chemist V**

*General characteristics.* Participates in planning laboratory programs on the basis of specialized knowledge of problems and methods and probable value of results. May serve as an expert in a narrow specialty (e.g., class of chemical compounds, or a class of products), making recommendations and conclusions which serve as the basis for undertaking or rejecting important projects. Development of the knowledge and expertise required for this level of work usually reflects progressive experience through chemist IV.

*Direction received.* Supervision and guidance relates largely to overall objectives, critical issues, new concepts, and policy matters. Consults with supervisor concerning unusual problems and developments.

*Typical duties and responsibilities* include one or both of the following:

1. In a supervisory capacity, plans, organizes, and directs assigned laboratory programs. Independently defines scope and critical elements of the projects and selects approaches to be taken. A substantial portion of the work supervised is comparable to that described for chemist IV.
2. As individual researcher or worker, carries out projects requiring development of new or highly modified



scientific techniques and procedures, extensive knowledge of specialty, and knowledge of related scientific fields.

*Responsibility for the direction of others.* Supervises, coordinates, and reviews the work of a small staff of chemists and technicians engaged in varied research and development projects, or a larger group performing routine analytical work. Estimates personnel needs and schedules and assigns work to meet completion date. Or, as individual researcher or worker, may be assisted on projects by other chemists or technicians.

## Chemist VI

*General characteristics.* Performs work requiring leadership and expert knowledge in a specialized field, product, or process. Formulates and conducts a systematic attack on a problem area of considerable scope and complexity which must be approached through a series of complete and conceptually related studies, or a number of projects of lesser scope. The problems are complex because they are difficult to define and require unconventional or novel approaches or have other difficult features. Maintains liaison with individuals and units within and outside the organization with responsibility for acting independently on technical matters pertaining to the field. Work at this level usually requires extensive progressive experience including work comparable to chemist V.

*Direction received.* Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits.

*Typical duties and responsibilities* include one or both of the following:

1. In a supervisory capacity, a) plans, develops, coordinates, and directs a number of large and important projects or a project of major scope and importance, or b) is responsible for the entire chemical program of a company, or government agency, when the program is of limited complexity and scope. Activities supervised are of such a scope that they require a few (3 to 5) subordinate supervisors or team leaders with at least one in a position comparable to level V.
2. As individual researcher or worker, determines, conceives, plans, and conducts projects of major importance to the employer. Applies a high degree of originality and ingenuity in adapting techniques into original combinations and configurations. As a specialist, may serve as a consultant to other chemists.

*Responsibility for the direction of others.* Plans, organizes, and supervises the work of a staff of chemists and technicians. Evaluates progress of the staff and results obtained, and recommends major changes to achieve overall objectives. Or, as individual worker or researcher, may be assisted on individual projects by other chemists or technicians.

## Chemist VII

*General characteristics.* Makes decisions and recommendations that are recognized as authoritative and have an important impact on extensive chemical activities. Initiates and maintains extensive contacts with key chemists and officials of other organizations requiring skill in persuasion and negotiation of critical issues. At this level, individuals will have demonstrated creativity, foresight, and mature judgment in anticipating and solving unprecedented chemical problems, determining program objectives and requirements, organizing programs and projects, and developing standards and guides for diverse chemical activities.

*Direction received.* Receives general administrative direction.

*Typical duties and responsibilities* include one or both of the following:

1. In supervisory capacity, is responsible for a) an important segment of a chemical program of a company or government agency with extensive and diversified scientific requirements, or b) the entire chemical program of a company or agency where the program is more limited in scope. The overall chemical program contains critical problems the solution of which requires major technological advances and opens the way for extensive related development. Makes authoritative technical recommendations concerning the scientific objectives and levels of work which will be most profitable in the light of program requirements and scientific and industrial trends and developments. Recommends facilities, personnel, and funds required.
2. As individual researcher and consultant, selects problems for research to further program objectives. Conceives and plans investigations in which the phenomena and principles are not adequately understood, and where few or contradictory scientific precedents or results are available for reference. Outstanding creativity and mature judgment are required to devise hypotheses and techniques of experimentation and to interpret results. As a leader and authority in a broad area of specialization, or in a narrow but intensely specialized one, advises the head of a large laboratory, or officials of the organization on complex aspects of extremely broad and important programs. Has responsibility for exploring, evaluating, and justifying proposed and current programs and projects and furnishing advice on unusually complex and novel problems in the specialty field. Typically will have contributed innovations (e.g., techniques, products, procedures) which are regarded as significant advances in the field.

*Responsibility for the direction of others.* Directs several subordinate supervisors or team leaders, some of whom are in positions comparable to chemist VI; or, as individual researcher and consultant, may be assisted on individual projects by other chemists and technicians.

## Chemist VIII

*General characteristics.* Makes decisions and recommen-



dations that are authoritative and have a far-reaching impact on extensive chemical and related activities of the company or government agency. Negotiates critical and controversial issues with top level chemists and officers of other organizations. Individuals at this level have demonstrated a high degree of creativity, foresight, and mature judgment in planning, organizing, and guiding extensive chemical programs and activities of outstanding novelty and importance.

*Direction received.* Receives general administrative direction.

*Typical duties and responsibilities* include one or both of the following:

1. In a supervisory capacity, is responsible for a) the entire chemical program of a company or government agency which is of moderate scope, or b) an important segment of a chemical program of a company or agency with very extensive and highly diversified scientific requirements, where programs are of such complexity and scope that they are of critical importance to overall operations and include problems of extraordinary difficulty that have resisted solution. Decides the kind and extent of chemical programs needed to accomplish company or agency objectives, chooses scientific approaches, plans and organizes facilities and programs, and interprets results.
2. As individual researcher and consultant, formulates and guides the attack on problems of exceptional difficulty and marked importance to the company, industry, or government. Problems are characterized by the lack of scientific precedents and source material, or the lack of success or prior research and analysis so that their solution would represent an advance of great significance and importance. Performs advisory and consulting services as a recognized authority for broad program areas of considerable novelty and importance. Has made contributions such as new products or techniques, development of processes, etc., which are regarded as major advances in the field.

*Responsibility for the direction of others.* Supervises several subordinate supervisors or team leaders some of whose positions are comparable to chemist VII, or individual researchers some of whose positions are comparable to chemist VII and sometimes chemist VIII. As an individual researcher and consultant, may be assisted on individual projects by other chemists or technicians.

NOTE: Individuals in charge of a chemical program may match any of several of the survey job levels, depending on the program's size and complexity. Excluded from the definitions are: 1) chemists in charge of programs so extensive and complex (e.g., consisting of highly diversified or unusually novel products and procedures) that one or more subordinate supervisory chemists are performing at level VIII; 2) individuals whose decisions have direct and substantial effect on setting policy for the organization (included, however, are supervisors deciding the "kind and extent of chemical programs" within broad guidelines set at higher levels); and 3) individual researchers and con-

sultants who are recognized as national and/or international authorities and scientific leaders in very broad areas of scientific interest and investigation.

## Engineer

(162-3: Engineers)

Performs professional work in research, development, design, testing, analysis, production, construction, maintenance, operation, planning, survey, estimating, application, or standardization of engineering facilities, systems, structures, processes, equipment, devices, or materials, requiring knowledge of the science and art by which materials, natural resources, and power are made useful. Work typically requires a B.S. degree in engineering or, in rare instances, equivalent education and experience combined. (Excluded are: Safety engineers, industrial engineers, quality control engineers, sales engineers, and engineers whose primary responsibility is to be in charge of nonprofessional maintenance work.)

### Engineer I

*General characteristics.* At this beginning professional level, performs assignments designed to develop professional work knowledge and abilities. May also receive formal classroom or seminar-type training. (Terminal positions are excluded.)

*Direction received.* Works under close supervision. Receives specific and detailed instructions as to required tasks and results expected. Work is checked during progress and is reviewed for accuracy upon completion.

*Typical duties and responsibilities.* Performs a variety of routine tasks that are planned to provide experience and familiarization with the engineering staff, methods, practices, and programs of the employer.

*Responsibility for the direction of others.* Usually none.

### Engineer II

*General characteristics.* Performs routine engineering work requiring application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Limited exercise of judgment is required on details of work and in making preliminary selections and adaptations of engineering alternatives. Requires work experience acquired in an entry level position, or appropriate graduate level study. For training and developmental purposes, assignments may include some work that is typical of a higher level.

*Direction received.* Supervisor screens assignments for unusual or difficult problems and selects techniques and procedures to be applied on non-routine work. Receives close supervision on new aspects of assignments.



*Typical duties and responsibilities.* Using prescribed methods, performs specific and limited portions of a broader assignment of an experienced engineer. Applies standard practices and techniques in specific situations, adjusts and correlates data, recognizes discrepancies in results, and follows operations through a series of related detailed steps or processes.

*Responsibility for the direction of others.* May be assisted by a few aides or technicians.

### Engineer III

*General characteristics.* Independently evaluates, selects, and applies standard engineering techniques, procedures, and criteria, using judgment in making minor adaptations and modifications. Assignments have clear and specified objectives and require the investigation of a limited number of variables. Performance at this level requires developmental experience in a professional position, or equivalent graduate level education.

*Direction received.* Receives instructions on specific assignment objectives, complex features, and possible solutions. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment.

*Typical duties and responsibilities.* Performs work which involves conventional types of plans, investigations, surveys, structures, or equipment with relatively few complex features for which there are precedents. Assignments usually include one or more of the following: Equipment design and development, test of materials, preparation of specifications, process study, research investigations, report preparation, and other activities of limited scope requiring knowledge of principles and techniques commonly employed in the specific narrow area of assignments.

*Responsibility for the direction of others.* May supervise or coordinate the work of drafters, technicians, and others who assist in specific assignments.

### Engineer IV

*General characteristics.* As a fully competent engineer in all conventional aspects of the subject matter or the functional area of the assignments, plans and conducts work requiring judgment in the independent evaluation, selection, and substantial adaptation and modification of standard techniques, procedures, and criteria. Devises new approaches to problems encountered. Requires sufficient professional experience to assure competence as a fully trained worker; or, for positions primarily of a research nature, completion of all requirements for a doctoral degree may be substituted for experience.

*Direction received.* Independently performs most assignments with instructions as to the general results expected.

Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects.

*Typical duties and responsibilities.* Plans, schedules, conducts, or coordinates detailed phases of the engineering work in a part of a major project or in a total project of moderate scope. Performs work which involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of standard materials, and difficult coordination requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowledge of principles and practices of related specialties.

*Responsibility for the direction of others.* May supervise a few engineers or technicians on assigned work.

### Engineer V

*General characteristics.* Applies intensive and diversified knowledge of engineering principles and practices in broad areas of assignments and related fields. Makes decisions independently on engineering problems and methods and represents the organization in conferences to resolve important questions and to plan and coordinate work. Requires the use of advanced techniques and the modification and extension of theories, precepts, and practices of the field and related sciences and disciplines. The knowledge and expertise required for this level of work usually result from progressive experience, including work comparable to engineer IV.

*Direction received.* Supervision and guidance relate largely to overall objectives, critical issues, new concepts, and policy matters. Consults with supervisor concerning unusual problems and developments.

*Typical duties and responsibilities* include one or more of the following:

1. In a supervisory capacity, plans, develops, coordinates, and directs a large and important engineering project or a number of small projects with many complex features. A substantial portion of the work supervised is comparable to that described for engineer IV.
2. As individual researcher or worker, carries out complex or novel assignments requiring the development of new or improved techniques and procedures. Work is expected to result in the development of new or refined equipment, materials, processes, products, and/or scientific methods.
3. As staff specialist, develops and evaluates plans and criteria for a variety of projects and activities to be carried out by others. Assesses the feasibility and soundness of proposed engineering evaluation tests, products, or equipment when necessary data are insufficient or confirmation by testing is advisable. Usually performs as a staff advisor and consultant in a technical specialty, a type of facility or equipment, or a program function.

*Responsibility for the direction of others.* Supervises, coordinates, and reviews the work of a small staff of engineers



and technicians; estimates personnel needs and schedules and assigns work to meet completion date. Or, as individual researcher or staff specialist, may be assisted on projects by other engineers or technicians.

## Engineer VI

*General characteristics.* Has full technical responsibility for interpreting, organizing, executing, and coordinating assignments. Plans and develops engineering projects concerned with unique or controversial problems which have an important effect on major programs. This involves exploration of subject area, definition of scope and selection of problems for investigation, and development of novel concepts and approaches. Maintains liaison with individuals and units within or outside the organization with responsibility for acting independently on technical matters pertaining to the field. Work at this level usually requires extensive progressive experience including work comparable to engineer V.

*Direction received.* Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits.

*Typical duties and responsibilities* include one or more of the following:

1. In a supervisory capacity, a) plans, develops, coordinates, and directs a number of large and important projects or a project of major scope and importance, or b) is responsible for the entire engineering program of a company or government agency when the program is of limited complexity and scope. Extent of responsibilities generally requires a few (3 to 5) subordinate supervisors or team leaders with at least one in a position comparable to level V.
2. As individual researcher or worker, conceives, plans, and conducts research in problem areas of considerable scope and complexity. The problems must be approached through a series of complete and conceptually related studies, are difficult to define, require unconventional or novel approaches, and require sophisticated research techniques. Available guides and precedents contain critical gaps, are only partially related to the problem, or may be largely lacking due to the novel character of the project. At this level, the individual researcher generally will have contributed inventions, new designs, or techniques which are of material significance in the solution of important problems.
3. As a staff specialist, serves as the technical specialist for the organization in the application of advanced theories, concepts, principles, and processes for an assigned area of responsibility (i.e., subject matter, function, type of facility or equipment, or product). Keeps abreast of new scientific methods and developments affecting the organization for the purpose of recommending changes in emphasis of programs or new programs warranted by such developments.

*Responsibility for the direction of others.* Plans, organizes, and supervises the work of a staff of engineers and technicians. Evaluates progress of the staff and results obtained, and recommends major changes to achieve overall objec-

tives. Or, as individual researcher or staff specialist, may be assisted on individual projects by other engineers or technicians.

## Engineer VII

*General characteristics.* Makes decisions and recommendations that are recognized as authoritative and have an important impact on extensive engineering activities. Initiates and maintains extensive contacts with key engineers and officials of other organizations, requiring skill in persuasion and negotiation of critical issues. At this level, individuals will have demonstrated creativity, foresight, and mature engineering judgment in anticipating and solving unprecedented engineering problems, determining program objectives and requirements, organizing programs and projects, and developing standards and guides for diverse engineering activities.

*Direction received.* Receives general administrative direction.

*Typical duties and responsibilities* include one or both of the following:

1. In a supervisory capacity, is responsible for a) an important segment of the engineering program of a company or government agency with extensive and diversified engineering requirements, or b) the entire engineering program of a company or agency when it is more limited in scope. The overall engineering program contains critical problems the solution of which requires major technological advances and opens the way for extensive related development. Extent of responsibilities generally requires several subordinate organizational segments or teams. Recommends facilities, personnel, and funds required to carry out programs which are directly related to and directed toward fulfillment of overall objectives.
2. As individual researcher and consultant, is a recognized leader and authority in the company or government agency in a broad area of specialization or in a narrow but intensely specialized field. Selects research problems to further program objectives. Conceives and plans investigations of broad areas of considerable novelty and importance, for which engineering precedents are lacking in areas critical to the overall engineering program. Is consulted extensively by associates and others, with a high degree of reliance placed on incumbent's scientific interpretations and advice. Typically, will have contributed inventions, new designs, or techniques which are regarded as major advances in the field. Responsibility for the direction of others. Directs several subordinate supervisors or team leaders, some of who are in positions comparable to engineer VI; or as individual researcher and consultant, may be assisted on individual projects by other engineers and technicians.

## Engineer VIII

*General characteristics.* Makes decisions and recommendations that are recognized as authoritative and have a far-reaching impact on extensive engineering and related activities of the company or government agency. Negotiates critical and controversial issues with top level engineers and officers of other organizations. Individuals at



this level demonstrate a high degree of creativity, foresight, and mature judgment in planning, organizing, and guiding extensive engineering programs and activities of outstanding novelty and importance.

*Direction received.* Receives general administrative direction.

Typical duties and responsibilities include one or both of the following:

1. In supervisory capacity, is responsible for a) an important segment of a very extensive and highly diversified engineering program of a company or government agency, or b) the entire engineering program of a company or agency when the program is of moderate scope. The programs are of such complexity and scope that they are of critical importance to overall objectives, include problems of extraordinary difficulty that often have resisted solution, and consist of several segments requiring subordinate supervisors. Decides the kind and extent of engineering and related programs needed to accomplish the objectives of the company or agency, chooses scientific approaches, plans and organizes facilities and programs, and interprets results.
2. As individual researcher and consultant, formulates and guides the attack on problems of exceptional difficulty and marked importance to the company, industry, or government. Problems are characterized by their lack of scientific precedents and source material, or lack of success of prior research and analysis so that their solution would represent an advance of great significance and importance. Performs advisory and consulting work as a recognized authority for broad program areas or in an intensely specialized area of considerable novelty and importance.

*Responsibility for the direction of others.* Supervises several subordinate supervisors or team leaders, some of whose positions are comparable to engineer VII, or individual researchers, some of whose positions are comparable to engineer VII and sometimes engineer VIII. As an individual researcher and consultant, may be assisted on individual projects by other engineers or technicians.

*NOTE:* Individuals in charge of an engineering program may match any of several of the survey job levels, depending on the program's size and complexity. *Excluded* from the definition are: 1) engineers in charge of programs so extensive and complex (e.g., consisting of research and development on a variety of complex products or systems with numerous novel components) that one or more subordinate supervisory engineers are performing at level VIII; 2) individuals whose decisions have direct and substantial effect on setting policy for the organization (included, however, are supervisors deciding the "kind and extent of engineering and related programs" within broad guidelines set at higher levels); and 3) individual researchers and consultants who are recognized as national and/or international authorities and scientific leaders in very broad areas of scientific interest and investigation.

## **Civil engineering or survey technician/ construction inspector**

(1472: Construction inspectors)

(3733: Surveying technicians)

Provides semiprofessional support to engineers or related professionals engaged in the planning, design, management, or supervision of the construction (or alteration) of such structures as buildings, streets and highways, airports, sanitary systems, or flood control systems. Applies knowledge of the methods, equipment, and techniques of several of the following support functions:

*Data compilation and analysis/design and specification* — gathering, tabulating and/or analyzing hydrologic and meteorologic information, quantities of materials required, traffic patterns, or other engineering data; or preparing project site layouts and specifications;

*Testing* — measuring the physical characteristics of soil, rock, concrete or other construction materials to determine methods and quantities required or to comply with safety and quality standards;

*Surveying* — measuring or determining distances, elevations, areas, angles, land boundaries, or other features of the earth's surface; or

*Construction inspection* — performing on-site inspection of construction projects to determine conformance with contract specifications and building codes.

*Excluded* are building inspectors and construction, maintenance, and craft workers; chemical or other physical science technicians; engineers required to apply professional rather than technical knowledge of engineering to their work; and technicians not primarily concerned with civil or construction engineering.

*Also excluded* are technicians:

below level I whose work is limited to very simple and routine tasks, such as identifying, weighing, and marking easy-to-identify items or recording simple instrument readings at specified intervals; and

above level V who perform work of broad scope and complexity either by planning and accomplishing a complete project or by serving as an expert in a narrow aspect of a particular engineering field.

Positions are classified into levels on the basis of the following definitions.

## **Civil engineering or survey technician/ construction inspector I**

Performs simple, routine tasks under close supervision or from detailed procedures. Work is checked in progress and on completion. Performs a variety of such typical duties as:

*Data compilation* — compiles engineering data from tests, drawings, specifications or field notes; performs arithmetic computations by substituting values in specified formulas; plots data and draws simple curves and graphs.



*Testing* — conducts simple or repetitive tests on soils, concrete, and aggregates; e.g. sieve analysis, slump tests, and moisture content determination. *Surveying* — performs routine and established functions such as holding range poles or rods where special procedures are required or directing the placement of surveyor's chain or tape and selecting measurement points.

*Construction inspection* — makes simple measurements and observations; may make preliminary recommendations concerning the acceptance of materials or workmanship in clear-cut situations.

### **Civil engineering or survey technician/ construction inspector II**

Performs standard or prescribed assignments involving a sequence of related operations. Follows standard work methods and receives detailed instructions on unfamiliar assignments. Technical adequacy of routine work is assessed upon completion; nonroutine work is reviewed in progress. Performs a variety of such typical duties as:

*Data compilation and analysis* — compiles and examines a variety of data required by engineers for project planning (e.g., hydrologic and sedimentation data; earthwork quantities), applying simple algebraic or geometric formulas.

*Testing* — conducts a variety of standard tests on soils, concrete, and aggregates, e.g., determines the liquid and plastic limits of soils or the flexural and compressive strength, air content, and elasticity of concrete. Examines test results and explains unusual findings.

*Surveying* — applies specialized knowledge, skills, or judgment to a varied and complex sequence of standard operations, e.g., surveys small land areas using rod, tape, and hand level to estimate volume to be excavated; or records data requiring numerous calculations.

*Construction inspection* — Applies a variety of techniques in inspecting less complex projects, e.g., the quality, quantity, and placement of gravel for road construction; excavations; and concrete footings for structures. Determines compliance with plans and specifications. May assist in inspecting more complex projects.

### **Civil engineering or survey technician/ construction inspector III**

Performs assignments which include nonstandard applications, analyses, or tests; or the use of complex instruments. Selects or adapts standard procedures using fully applicable precedents. Receives initial instructions, requirements, and advice as needed; performs recurring work independently. Work is reviewed for technical adequacy and conformance with instructions. Performs a variety of such typical duties as:

*Data compilation and analysis* — applies knowledge and judgment in selecting sources, evaluating data, and adapting methods, e.g., computes, from file notes, quantities of materials required for roads which include retaining walls and

culverts; plots profiles, cross sections, and drainage areas for a small earthwork dam.

*Testing* — conducts tests for which established procedures and equipment require either adaptation or the construction of auxiliary devices. Uses judgment to interpret precise test results.

*Surveying* — uses a variety of complex instruments to measure angles and elevations, applying judgment and skill in selecting and describing field information. Assignments include: Recording complete and detailed descriptive data and providing sketches of relief, drainage, and culture; or running short traverse lines from specified points along unobstructed routes.

*Construction inspection* — independently inspects standard procedures, items, or operations of limited difficulty, e.g., slope, embankment, grading, moisture content, earthwork compaction, concrete forms, reinforcing rods, or simple batching and placement of concrete on road construction.

### **Civil engineering or survey technician/ construction inspector IV**

Plans and performs nonroutine assignments of substantial variety and complexity. Selects appropriate guidelines to resolve problems which are not fully covered by precedents. Performs recurring work independently, receiving technical advice as needed. Performs a variety of such typical duties as:

*Design and specification* — prepares site layouts for projects from such information as design criteria, soil conditions, existing buildings, topography, and survey data; makes preliminary cost estimates from established unit prices.

*Testing* — conducts tests which require the selection and substantial modification of equipment and procedures. Recognizes and interprets subtle, i.e., fluctuating, test reactions.

*Surveying* — makes exacting measurements under difficult conditions e.g., leads detached observing unit on surveys involving unusually heavy urban, rail, or highway traffic; serves as party chief on conventional construction, property, topographical, hydrographic, or geodetic surveys. Excluded are party chiefs responsible for unusually difficult or complex surveys.

*Construction inspection* — performs inspections for a variety of complete projects of limited size and complexity or a phase of a larger project, e.g., conventional one- or two-story concrete and steel buildings; park and forest road construction limited to clearing, grading, and drainage. Interprets plans and specifications, resolves differences between plans and specifications, and approves minor deviations in methods which conform to established precedents.

### **Civil engineering or survey technician/ construction inspector V**

Performs nonroutine and complex assignments involving responsibility for planning and conducting a complete project of limited scope or a portion of a larger, more complex project. Selects and adapts techniques, designs, or layouts. Reviews, analyzes, and interprets the technical



work of others. Completed work is reviewed for technical adequacy. Performs a variety of such typical duties as:

*Design and specification* — prepares plans and specifications for major projects such as roads and airport runways, or electrical distribution systems. Applies established engineering practice; selects and adapts precedents to meet specific requirements.

*Testing* — modifies established testing programs, analyzing specifications, drawings, and other data to determine the tests required; adapts test equipment and procedures; analyzes and evaluates test data and writes evaluative reports of findings and recommendations.

*Construction inspection* — inspects projects of unusual difficulty and complexity, e.g., large multistory hospitals or laboratories which include sophisticated electrical and mechanical equipment; airport runways for jet aircraft with exacting requirements. Independently interprets plans and specifications to resolve complex construction problems.

## Engineering Technician

(371: Electrical and electronic engineering technologists and technicians)

To be covered by these definitions, employees must meet *all* of the following criteria:

1. Provides semiprofessional technical support for engineers working in such areas as research, design, development, testing, or manufacturing process improvement.
2. Work pertains to electrical, electronic, or mechanical components or equipment.
3. Required to have some practical knowledge of science or engineering; some positions may also require a practical knowledge of mathematics or computer science.

*Excludes* production or maintenance workers, quality control technicians or testers, model makers or other craftworkers, chemical or other nonengineering technicians, civil engineering technicians, drafters, designers, and engineers (who are required to apply a professional knowledge of engineering theory and principles to their duties, unlike higher level engineering technicians who may perform the same duties using only practical skills and knowledge). *Also excludes* engineering technicians:

- a. Below level I who are limited to simple tasks such as: measuring items or regular shapes with a caliper and computing cross-sectional areas; identifying, weighing, and marking easy-to-identify items; or recording simple instrument readings at specified intervals; and
- b. Above level V who perform work of broad scope and complexity either by planning and accomplishing a complete project or by serving as an expert in a narrow aspect of a particular field of engineering. (See level VI.)

## Engineering technician I

Performs simple routine tasks under close supervision or from detailed procedures. Work is checked in progress or on completion. Performs at this level one or a combination of such typical duties as:

Assembles or installs equipment or parts requiring simple

wiring, soldering, or connecting.

Performs simple or routine tasks or tests such as tensile or hardness tests; operates and adjusts simple test equipment; records test data.

Gathers and maintains specified records of engineering data such as tests, drawings, etc.; performs computations by substituting numbers in specified formulas; plots data and draws simple curves and graphs.

## Engineering technician II

Performs standardized or prescribed assignments involving a sequence of related operations. Follows standard work methods on recurring assignments but receives explicit instructions on unfamiliar assignments; technical adequacy of routine work is reviewed on completion; non-routine work may also be reviewed in progress. Performs at this level one or a combination of such typical duties as:

Assembles or constructs simple or standard equipment or parts; may service or repair simple instruments or equipment.

Conducts a variety of standardized tests; may prepare test specimens; sets up and operates standard test equipment; records test data, pointing out deviations resulting from equipment malfunction or observational errors.

Extracts engineering data from various prescribed but nonstandardized sources; processes the data following well-defined methods including elementary algebra and geometry; presents the data in prescribed form.

## Engineering technician III

Performs assignments that are not completely standardized or prescribed. Selects or adapts standard procedures or equipment, using fully applicable precedents. Receives initial instructions, equipment requirements, and advice from supervisor or engineer as needed; performs recurring work independently; work is reviewed for technical adequacy or conformity with instructions. Performs at this level one or a combination of such typical duties as:

Constructs components, subunits, or simple models or adapts standard equipment. May troubleshoot and correct malfunctions.

Conducts various tests or experiments which may require minor modifications in test setups or procedures as well as subjective judgments in measurement; selects, sets up, and operates standard test equipment and records test data.

Extracts and compiles a variety of engineering data from field notes, manuals, lab reports, etc.; processes data, identifying errors or inconsistencies; selects methods of data presentation.

## Engineering technician IV

Performs nonroutine assignments of substantial variety and complexity, using precedents which are not fully applicable. May also plan such assignments. Receives technical advice from supervisor or engineer; work is reviewed for technical adequacy (or conformity with instructions). May be assisted by lower level technicians and



have frequent contact with professionals and others within the establishment. Performs at this level one or a combination of such typical duties as:

Works on limited segment of development project; constructs experimental or prototype models to meet engineering requirements; conducts tests or experiments and redesigns as necessary; and records and evaluates data and reports findings.

Conducts tests or experiments requiring selection and adaptation or modification of a wide variety of critical test equipment and test procedures; sets up and operates equipment; records data, measures and records problems of significant complexity that sometimes require resolution at a higher level; and analyzes data and prepares test reports.

Extracts and analyzes a variety of engineering data; applies conventional engineering practices to develop or prepare schematics, designs, specifications, parts lists, or makes recommendations regarding these items. May review designs or specifications for adequacy.

## Engineering technician V

Performs nonroutine and complex assignments involving responsibility for planning and conducting a complete project of relatively limited scope or a portion of a larger and more diverse project. Selects and adapts plans, techniques, designs, or layouts. Contacts personnel in related activities to resolve problems and coordinate the work; reviews, analyzes, and integrates the technical work of others. Supervisor or professional engineer outlines objectives, requirements, and design approaches; completed work is reviewed for technical adequacy and satisfaction of requirements. May train and be assisted by lower level technicians. Performs at this level one or a combination of such typical duties as:

Designs, develops, and constructs major units, devices, or equipment; conducts tests or experiments; analyzes results and redesigns or modifies equipment to improve performance; and reports results.

Plans or assists in planning tests to evaluate equipment performance. Determines test requirements, equipment modification, and test procedures; conducts tests, analyzes and evaluates data; and prepares reports on findings and recommendations.

Reviews and analyzes a variety of engineering data to determine requirements to meet engineering objectives; may calculate design data; and prepares layouts, detailed specifications, parts, lists, estimates, procedures, etc. May check and analyze drawings or equipment to determine adequacy of drawings and design.

## Drafter

(372: Drafting occupations)

Performs drafting work requiring knowledge and skill in drafting methods, procedures, and techniques. Prepares drawings of structures, facilities, land profiles, water systems, mechanical and electrical equipment, pipelines, duct systems, and similar equipment, systems, and assemblies.

Drawings are used to communicate engineering ideas, designs, and information. Uses recognized systems of symbols, legends, shadings, and lines having specific meanings in drawings.

### *Excluded:*

- a. Designers using technical knowledge and judgment to conceive, plan, or modify designs;
- b. Illustrators or graphic artists using artistic ability to prepare illustrations;
- c. Office drafters preparing charts, diagrams, and room arrangements to depict statistical and administrative data;
- d. Cartographers preparing maps and charts primarily using a technical knowledge of cartography;
- e. Computer-assisted drafters; and
- f. Supervisors.

Positions are classified into levels based on the following definitions.

## Drafter I

Working under close supervision, traces or copies finished drawings, making clearly indicated revisions in notes and dimensions. Uses appropriate templates to draw curved lines. Assignments are designed to develop increasing skill in various drafting techniques. Work is spot checked during progress and reviewed upon completion.

**NOTE:** *Excludes* drafters receiving instruction in the elementary methods and techniques of drafting and learning to use and care for equipment. Workers in these excluded positions typically trace and copy simple drawings having straight lines and few details; prepare border lines and title boxes for drawing sheets; and prepare basic title headings by tracing or using lettering kits.

## Drafter II

Prepares drawings of simple, easily visualized structures, systems, parts, or equipment from sketches or marked-up prints. Selects appropriate templates or uses a compass and other equipment needed to complete assignments. Drawings fit familiar patterns and present few technical problems. Supervisor provides detailed instructions on new assignments, gives guidance when questions arise, and reviews completed work for accuracy. Typical assignments include:

From marked-up prints, revises the original drawings of a plumbing system by increasing pipe diameters.

From sketches, draws building floor plans, determining size, spacing, and arrangement of freehand lettering according to scale.

Draws simple land profiles from predetermined structural dimensions and reduced survey notes. Traces river basin maps and enters symbols to denote stream sampling locations, municipal and industrial waste discharges, and water supplies.



### Drafter III

Prepares various drawings of such units as construction projects or parts and assemblies, including various views, sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Work requires use of most of the conventional drafting techniques and a working knowledge of the terms and procedures of the occupation. Makes arithmetic computations using standard formulas. Familiar or recurring work is assigned in general terms. Unfamiliar assignments include information on methods, procedures, sources of information, and precedents to follow. Simple revisions to existing drawings may be assigned with a verbal explanation of the desired results. More complex revisions are produced from sketches or specifications which clearly depict the desired product. Typical assignments include:

From a layout and manual references, prepares several views of a simple gear system. Obtains dimensions and tolerances from manuals and by measuring the layout.

Draws base and elevation views, sections, and details of new bridges or other structures; revises complete sets of roadway drawings for highway construction projects; or prepares block maps, indicating water and sewage line locations.

Prepares and revises detail and design drawings for such projects as the construction and installation of electrical or electronic equipment, plant wiring, and the manufacture and assembly of printed circuit boards. Drawings typically include details of mountings, frames, guards, or other accessories; conduit layouts; or wiring diagrams indicating transformer sizes, conduit locations, and mountings.

### Drafter IV

Prepares complete sets of complex drawings which include multiple views, detail drawings, and assembly drawings. Drawings include complex design features that require considerable drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to draw land contours or to compute weights, center of gravity, load capacities, dimensions, quantities of material, etc. Works from sketches, models, and verbal information supplied by an engineer, architect, or designer to determine the most appropriate views, detail drawings, and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers' catalogs, and technical guides. Independently resolves most of the problems encountered. Supervisor or design originator may suggest methods of approach or provide advice on unusually difficult problems. Typical assignments include:

From layouts or sketches, prepares complete sets of drawings of test equipment to be manufactured. Several cross-sectional and subassembly drawings are required. From information supplied by the design originator and from technical handbooks and manuals, describes dimensions, toler-

ances, fits, fabrication techniques, and standard parts to use in manufacturing the equipment.

From electronic schematics, information as to maximum size, and manuals giving dimensions of standard parts, determines the arrangement and prepares drawings of printed circuit boards.

From precedents, drafting standards, and established practices, prepares final construction drawings for floodgates, navigation locks, dams, bridges, culverts, levees, channel excavations, dikes, and berms; prepares boring profiles, typical cross-sections, and land profiles; and delineates related topographical details as required.

Prepares final drawings for street paving and widening or for water and sewer lines having complex trunk lines; reduces field notes and calculates true grades. From engineering designs, lays out plan, profile, and detail appurtenances required; notifies supervisor of conflicting details in design.

NOTE: *Excludes* drafters performing work of similar difficulty to that described at this level but who provide support for a variety of organizations which have widely differing functions or requirements.

### Drafter V

Works closely with design originators, preparing drawings of *unusual, complex, or original designs which require a high degree of precision*. Performs unusually difficult assignments requiring considerable initiative, resourcefulness, and drafting expertise. Assures that anticipated problems in manufacture, assembly, installation, and operation are resolved by the drawings produced. Exercises independent judgment in selecting and interpreting data based on a knowledge of the design intent. Although working primarily as a drafter, may occasionally interpret general designs prepared by others to complete minor details. May provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.

### Computer Operator

(4612: Computer operators)

Monitors and operates the control console of either a mainframe digital computer or a group of minicomputers, in accordance with operating instructions, to process data. Work is characterized by the following:

Studies operating instructions to determine equipment set-up needed;

Loads equipment with required items (tapes, cards, paper, etc.);

Switches necessary auxiliary equipment into system;

Starts and operates control console;

Diagnoses and corrects equipment malfunctions;

Reviews error messages and makes corrections during operation or refers problems;

Maintains operating record.



May test run new or modified programs and *assist* in modifying systems or programs. Included within the scope of this definition are fully qualified computer operators, trainees working to become fully qualified operators, and lead operators providing *technical* assistance to lower level positions.

*Excluded* are:

- a. Workers operating small computer systems where there is little or no opportunity for operator intervention in program processing and few requirements to correct equipment malfunctions;
- b. Peripheral equipment operators and remote terminal or computer operators who do not run the control console of either a mainframe digital computer or a group of minicomputers; and
- c. Workers using the computer for scientific, technical, or mathematical work when a knowledge of the subject matter is required.

### **Computer operator I**

Receives on-the-job training in operating the control console (sometimes augmented by classroom training). Works under close personal supervision and is provided detailed written or oral guidance before and during assignments. As instructed, resolves common operating problems. May serve as an assistant operator working under close supervision or performing a portion of a more senior operator's work.

### **Computer operator II**

Processes scheduled routines which present few difficult operating problems (e.g., infrequent or easily resolved error conditions). In response to computer output instructions or error conditions, applies standard operating or corrective procedure. Refers problems which do not respond to preplanned procedure. May serve as an assistant operator, working under general supervision.

### **Computer operator III**

Processes a range of scheduled routines. In addition to operating the system and resolving common error conditions, diagnoses and acts on machine stoppage and error conditions not fully covered by existing procedures and guidelines (e.g., resetting switches and other controls or making mechanical adjustments to maintain or restore equipment operations). In response to computer output instructions or error conditions, may deviate from standard procedures if standard procedures do not provide a solution. Refers problems which do not respond to corrective procedures.

### **Computer operator IV**

Adapts to a variety of nonstandard problems which re-

quire extensive operator intervention (e.g., frequent introduction of new programs, applications, or procedures). In response to computer output instructions or error conditions, chooses or devises a course of action from among several alternatives and alters or deviates from standard procedures if standard procedures do not provide a solution (e.g., reassigning equipment in order to work around faulty equipment or transfer channels); then refers problems. Typically, completed work is submitted to users without supervisory review.

### **Computer operator V**

Resolves a variety of difficult operating problems (e.g., making unusual equipment connections and rarely used equipment and channel configurations to direct processing through or around problems in equipment, circuits, or channels or reviewing test run requirements and developing unusual system configurations that will allow test programs to process without interfering with ongoing job requirements). In response to computer output instructions and error conditions or to avoid loss of information or to conserve computer time, operator deviates from standard procedures. Such actions may materially alter the computer unit's production plans. May spend considerable time away from the control station providing technical assistance to lower level operators and assisting programmers, systems analysts, and subject matter specialists in resolving problems.

### **Computer operator VI**

In addition to level V responsibilities, uses a knowledge of program language, computer features, and software systems to assist in: (1) maintaining, modifying, and developing operating systems or programs; (2) developing operating instructions and techniques to cover problem situations; and (3) switching to emergency backup procedures.

### **Photographer**

(326: Photographers)

Takes pictures requiring a knowledge of photographic techniques, equipment, and processes. Typically, some familiarity with the organization's activities (e.g., scientific, engineering, industrial, technical, retail, commercial, etc.) and some artistic ability is needed at the higher levels. Depending on the objectives of the assignment, photographers use standard equipment (including simple still, graphic, and motion picture cameras, video and television hand cameras, and similar commonly used equipment) and/or use special-purpose equipment (including specialized still and graphic cameras, motion picture production, television studio, and high-speed cameras and equipment). At the higher levels, a complex accessory system of equipment may be used, as needed, with sound or lighting systems, generators, timing or measurement control mechanisms, or improvised stages or environments, etc.



Work of photographers at all levels is reviewed for quality and acceptability. Photographers may also develop, process, and edit film or tape, may serve as a lead photographer to lower level workers, or may perform work described at lower levels as needed.

*Excluded are:*

- a. Workers who have no training or experience in photography techniques, equipment, and processes;
- b. Workers who operate reproduction, offset, or copying machines, motion picture projectors, or machines to match, cut, or splice negatives;
- c. Workers who primarily develop, process, print, or edit photographic film or tape; or develop, maintain, or repair photographic equipment;
- d. Workers who primarily direct the sequences, actions, photography, sound, and editing of motion pictures for television writers and editors; and
- e. Photographers taking pictures for commercial newspaper or magazine publishers, television stations, or movie producers.

Positions are matched to the appropriate level based on the difficulty of, and responsibility for the photography performed, including the subject-matter knowledge and artistry required to fulfill the assignment. While the equipment may be an indication of the level of difficulty, photographers at the higher levels may use standard equipment, as needed.

### **Photographer I**

Takes routine pictures in situations where several shots can be taken. Uses standard still cameras for pictures lacking complications, such as speed, motion, color contrast, or lighting. Photographs are taken for identification, employee publications, information, or publicity purposes. Workers must be able to focus, center, and provide simple flash-type lighting for an uncomplicated photograph.

Typical subjects are employees who are photographed for identification, award ceremonies, interviews, banquets, or meetings; or external views of machinery, supplies, equipment, buildings, damaged shipments, or other subjects photographed to record conditions. Assignments are usually performed without direct guidance due to the clear and simple nature of the desired photograph.

### **Photographer II**

Uses standard still cameras, commonly available lighting equipment, and related techniques to take photographs which involve limited problems of speed, motion, color contrast, or lighting. Typically, the subjects photographed are similar to those at level I, but the technical aspects require more skill. Based on clear-cut objectives, determines shutter speeds, lens settings and filters, camera angles, exposure times, and type of film.

Requires familiarity with the situation gained from similar past experience to arrange for specific emphasis, balanced lighting, and correction for distortion, etc., as needed. May use 16mm or 35mm motion picture cameras for simple shots such as moving equipment or individuals at work or meetings, where available or simple artificial lighting is used.

Ordinarily, there is opportunity for repeated shots or for retakes if the original exposure is unsatisfactory. Consults with supervisor or more experienced photographers when problems are anticipated.

### **Photographer III**

Selects from a range of standard photographic equipment for assignments demanding exact renditions, normally without opportunity for later retakes, when there are specific problems or uncertainties concerning lighting, exposure time, color, artistry, etc. Discusses technical requirements with operating officials or supervisor and customizes treatment for each situation according to a detailed request. Varies camera processes and techniques and uses the setting and background to produce esthetic, as well as accurate and informative, pictures. Typically, standard equipment is used at this level although "specialized" photography is usually performed; may use some special-purpose equipment under closer supervision.

In typical assignments, photographs: Drawings, charts, maps, textiles, etc., requiring accurate computation of reduction ratios and exposure times and precise equipment adjustments; tissue specimens in fine detail and exact color when color and condition of the tissue may deteriorate rapidly; medical or surgical procedures or conditions which normally cannot be recaptured; machine or motor parts to show wear or corrosion in minute wires or gears; specialized real estate, goods, and products for catalogs or listings where salability is enhanced by the photography; work, construction sites, or patrons in prescribed detail to substantiate legal claims, contracts, etc; artistic or technical design layouts requiring precise equipment settings; fixed objects on the ground or air-to-air objects which must be captured quickly and require directing the pilot to get the correct angle of approach.

Works independently; solves most problems through consultations with more experienced photographers, if available, or through reference sources.

### **Photographer IV**

Uses special-purpose cameras and related equipment for assignments in which the photographer usually makes all the technical decisions, although the objective of the pictures is determined by operating officials. Conceives and plans the technical photographic effects desired by operating officials and discusses modifications and improvements to their original ideas in light of the



potential and limits of the equipment. Improvises photographic methods and techniques or selects and alters secondary photographic features (e.g., scenes, backgrounds, colors, lighting). Many assignments afford only one opportunity to photograph the subject. Typical examples of equipment used at this level include ultra-high speed, motion picture production, studio television, animation cameras, specialized still and graphic cameras, electronic timing and triggering devices, etc.

Some assignments are characterized by extremes in light values and the use of complicated equipment. Sets up precise photographic measurement and control equipment; uses high-speed color photography, synchronized stroboscopic (interval) light sources, and/or timed electronic triggering; operates equipment from a remote point; or arranges and uses cameras operating at several thousand frames per second. In other assignments, selects and sets up motion picture or television cameras and accessories and shoots a part of a production or a sequence of scenes, or takes special scenes to be used for background or special effects in the production.

Works under guidelines and requirements of the subject-matter area to be photographed. Consults with supervisors only when dealing with highly unusual problems or altering existing equipment.

### **Photographer V**

As a top technical expert, exercises imagination and creative ability in response to photography situations

requiring novel and unprecedented treatment. Typically performs one or more of the following assignments: (1) develops and adapts photographic equipment or processes to meet new and unprecedented situations, e.g., works with engineers and physicists to develop and modify equipment for use in extreme conditions such as excessive heat or cold, radiation, high altitude, underwater, wind and pressure tunnels, or explosions; (2) plans and organizes the overall technical photographic coverage for a variety of events and developments in phases of a scientific, industrial, medical, or research project; or (3) creates desired illusions or emotional effects by developing trick or special effects photography for novel situations requiring a high degree of ingenuity and imaginative camera work to heighten, simulate, or alter reality.

Independently develops, plans, and organizes the overall technical photographic aspects of assignments in collaboration with operating officials who are responsible for project substance. Uses imagination and creative ability to implement objectives within the capabilities and limitations of cameras and equipment. May exercise limited control over the substance of events to be photographed by staging actions, suggesting behavior of the principals, and rehearsing activities before photographs are taken.

*NOTE: Excluded* are photographers above level v who independently plan the objectives, scope, and substance of photography for projects in addition to planning overall technical photographic coverage.

## **Clerical Occupations**

### **Accounting clerk**

(4712: Bookkeepers and accounting and auditing clerks)

Performs one or more accounting tasks, such as posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, postings, etc.; preparing journal vouchers; or making entries or adjustments to accounts.

Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV require a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In

addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

### **Accounting clerk I**

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

### **Accounting clerk II**

Performs one or more routine accounting clerical operations, such as: Examining, verifying, and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations



in specified accounts; totaling, balancing, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

### **Accounting clerk III**

Uses a knowledge of double-entry bookkeeping in performing one or more of the following: Posts actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

### **Accounting clerk IV**

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: Reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing material through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness of completed work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

*NOTE:* Excluded from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

### **File clerk**

(4696: File clerks)

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks re-

quired to maintain files. Positions are classified into levels on the basis of the following definitions.

### **File clerk I**

Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material; may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

### **File clerk II**

Sorts, codes, and files unclassified material by simple (subject-matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

### **File clerk III**

Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May also keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

### **Key entry operator**

(4793: Data entry operators)

Operates keyboard-controlled data entry device such as keypunch machine or key-operated magnetic tape or disc encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an alphanumeric keyboard and an understanding of transcribing procedures and relevant data entry equipment. Positions are classified into levels on the basis of the following definitions.

### **Key entry operator I**

Work is routine and repetitive. Under close supervision or following specific procedures or detailed instructions, works from various standardized source documents which have been coded and require little or no selecting, coding, or interpreting of data to be entered. Refers to supervisor problems arising from erroneous items, codes, or missing information.

### **Key entry operator II**

Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be entered from a variety of source documents. On occasion may also perform routine work as described for level I.

**NOTE:** Excluded are operators above level II using the key entry controls to access, read, and evaluate the substance of specific records to take substantive actions, or to make entries requiring a similar level of knowledge.

## **Messenger**

(4745: Messengers)

*Excluded* are positions which include any of the following as *significant* duties:

- a. Operating motor vehicles;
- b. Delivering valuables or security-classified mail when the work requires a continuing knowledge of special procedures for handling such items;
- c. Weighing mail, determining postage, or recording and controlling registered, insured, and certified mail in the mail room;
- d. Making deliveries to unfamiliar or widely separated buildings or points which are not part of an established route; or
- e. Directing other workers.

## **Secretary**

(4622: Secretaries)

Provides principal secretarial support in an office, usually to one individual, and, in some cases, also to the subordinate staff of that individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office.

**Exclusions.** Not all positions titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

- a. Clerks or secretaries working under the direction of secretaries or administrative assistants as described in e;
- b. Stenographers not fully performing secretarial duties;
- c. Stenographers or secretaries assigned to two or more professional, technical, or managerial persons of equivalent rank;
- d. Assistants or secretaries performing any kind of technical work, e.g., personnel, accounting, or legal work;
- e. Administrative assistants or supervisors performing duties which are more difficult or more responsible than the secretarial work described in LR-1 through LR-4;

- f. Secretaries receiving additional pay primarily for maintaining confidentiality of payroll records or other sensitive information;
- g. Secretaries performing routine receptionist, typing, and filing duties following detailed instructions and guidelines; these duties are less responsible than those described in LR-1 below; and
- h. Trainees.

## **Classification by level**

Secretary jobs which meet the required characteristics are matched at one of five levels according to two factors: (a) level of the secretary's supervisor within the overall organizational structure, and (b) level of the secretary's responsibility. The table following the explanations of these factors indicates the level of the secretary for each combination of factors.

### **Level of secretary's supervisor (LS)**

Secretaries should be matched at one of the three LS levels below best describing the organization of the secretary's supervisor.

**LS-1** Organizational structure is not complex and internal procedures and administrative controls are simple and informal; supervisor directs staff through face-to-face meetings.

**LS-2** Organizational structure is complex and is divided into *subordinate groups that usually differ from each other as to subject-matter, function etc.*; supervisor usually directs staff through intermediate supervisors; and internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or parent organization) may contain a variety of subordinate groups which meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.

The presence of subordinate supervisors does not by itself mean LS-2 applies, e.g., a clerical processing organization divided into several units, each performing very similar work, is placed in LS-1.

In smaller organizations or industries such as retail trade, with relatively few organizational levels, the supervisor may have an impact on the policies and major programs of the entire organization, and may deal with important outside contacts, as described in LS-3.

**LS-3** Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's program(s) are usually inter-locked on a direct and continuing basis with other major organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. Executive



typically has: Financial decisionmaking authority for assigned program(s); considerable impact on the entire organization's financial position or public image; and responsibility for, or has staff specialists in, such areas as personnel and administration for assigned organization. Executive plays an important role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current or controversial issues.

### Level of Secretary's Responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor or staff, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries are matched at the level best describing their level of responsibility. When the position's duties span more than one LR level, the introductory paragraph at the beginning of each LR level is used to determine which of the levels best matches the position. (Typically, secretaries performing at the higher levels of responsibility also perform duties described at the lower levels.)

**LR-1** Carries out *recurring* office procedures independently. Selects the guideline or reference which fits the specific case. Supervisor provides specific instructions on new assignments and checks completed work for accuracy. Performs varied duties including or comparable to the following:

- a. Responds to routine telephone requests which have standard answers; refers calls and visitors to appropriate staff. Controls mail and assures timely staff response; may send form letters.
- b. As instructed, maintains supervisor's calendar, makes appointments, and arranges for meeting rooms.
- c. Reviews materials prepared for supervisor's approval for typographical accuracy and proper format.
- d. Maintains recurring internal reports, such as: Time and leave records, office equipment listings, correspondence controls, training plans, etc.
- e. Requisitions supplies, printing, maintenance, or other services. Types, takes and transcribes dictation, and establishes and maintains office files.

**LR-2** Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments. Duties include or are comparable to the following:

- a. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the

supervisor, appropriate staff member, or other offices. May prepare and sign routine, nontechnical correspondence in own or supervisor's name.

- b. Schedules tentative appointments without prior clearance. Makes arrangements for conferences and meetings and assembles established background materials, as directed. May attend meetings and record and report on the proceedings.
- c. Reviews outgoing materials and correspondence for internal consistency and conformance with supervisor's procedures; assures that proper clearances have been obtained, when needed.
- d. Collects information from the files or staff for routine inquiries on office program(s) or periodic reports. Refers nonroutine requests to supervisor or staff.
- e. Explains to subordinate staff supervisor's requirements concerning office procedures. Coordinates personnel and administrative forms for the office and forwards for processing.

**LR-3** Uses greater judgment and initiative to determine the approach or action to take in nonroutine situations. Interprets and adapts guidelines, including unwritten policies, precedents, and practices, which are not always completely applicable to changing situations. Duties include or are comparable to the following:

- a. Based on a knowledge of the supervisor's views, composes correspondence on own initiative about administrative matters and general office policies for supervisor's approval.
- b. Anticipates and prepares materials needed by the supervisor for conferences, correspondence, appointments, meetings, telephone calls, etc., and informs supervisor on matters to be considered.
- c. Reads publications, regulations, and directives and takes action or refers those that are important to the supervisor and staff.
- d. Prepares special or one-time reports, summaries, or replies to inquiries, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc., under general direction.
- e. Advises secretaries in subordinate offices on new procedures; requests information needed from the subordinate office(s) for periodic or special conferences, reports, inquiries, etc. Shifts clerical staff to accommodate workload needs.

**LR-4** Handles a wide variety of situations and conflicts involving the clerical or administrative functions of the office which often cannot be brought to the attention of the executive. The executive sets the overall objectives of the work. Secretary may participate in developing the work deadlines. Duties include or are comparable to the following:

- a. Composes correspondence requiring some understanding of technical matters; may sign for executive

when technical or policy content has been authorized.

- b. Notes commitments made by executive during meetings and arranges for staff implementation. On own initiative, arranges for staff member to represent organization at conferences and meetings, establishes appointment priorities, or reschedules or refuses appointments or invitations.
- c. Reads outgoing correspondence for executive's approval and alerts writers to any conflict with the file or departure from policies or executive's viewpoints; gives advice to resolve the problems.
- d. Summarizes the content of incoming materials, specially gathered information, or meetings to assist executive; coordinates the new information with background office sources; draws attention to important parts or conflicts.
- e. In the executive's absence, ensures that requests for action or information are relayed to the appropriate staff member; as needed, interprets request and helps implement action; makes sure that information is furnished in timely manner; decides whether executive should be notified of important or emergency matters.

**Excludes** secretaries performing any of the following duties:

- a. Acts as office manager for the executive's organization, e.g., determines when new procedures are needed for changing situations and devises and implements alternatives; revises or clarifies procedures to eliminate conflict or duplication; identifies and resolves various problems that affect the orderly flow of work in transactions with parties outside the organization.
- b. Prepares agenda for conferences; explains discussion topics to participants; drafts introductions and develops background information and prepares outlines for executive or staff member(s) to use in writing speeches.
- c. Advises individuals outside the organization on the executive's views on major policies or current issues facing the organization; contacts or responds to contacts from high-ranking outside officials (e.g., city or State officials, Member of Congress, presidents of national unions or large national or international firms, etc.) in unique situations. These officials may be relatively inaccessible, and each contact typically must be handled differently, using judgment and discretion.

#### Criteria for matching secretaries by level

Level of secretary's supervisor	Level of secretary's responsibility			
	LR-1	LR-2	LR-3	LR-4
LS-1	I	II	III	IV
LS-2	I	III	IV	V
LS-3	I	IV	V	V

## Typist

(4624: Typists)

Uses a manual, electric, or automatic typewriter to type various materials. Included are automatic typewriters that are used only to record text and update and reproduce previously typed items from magnetic cards or tape. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail. Excluded from this definition is work that involves:

- a. Typing directly from spoken material that has been recorded on discs, cylinders, belts, tapes, or other similar media;
- b. The use of varitype machines, composing equipment, or automatic equipment in preparing material for printing; and
- c. Familiarity with specialized terminology in various keyboard commands to manipulate or edit the recorded text to accomplish revisions, or to perform tasks such as extracting and listing items from the text, or transmitting text to other terminals, or using sort commands to have the machine reorder material. Typically requires the use of automatic equipment which may be either computer linked or have a programmable memory so that material can be organized in regularly used formats or performed paragraphs which can then be coded and stored for future use in letters or documents.

## Typist I

Performs *one or more of the following*: Copy typing from rough or clear drafts; routine typing of forms, insurance policies, etc; setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

## Typist II

Performs *one or more of the following*: Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language materials; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

## Personnel Clerk/Assistant (employment)

(4692: Personnel clerks, except payroll and timekeeping)

Personnel clerks/assistants (employment) provide clerical and technical support to personnel professionals or managers in internal matters relating to recruiting, hiring, transfer, change in pay status, and termination of employees. At the lower levels, clerks/assistants primarily provide basic information to current and prospective



employees, maintain personnel records and information listings, and prepare and process papers on personnel actions (hires, transfers, changes in pay, etc.). At the higher levels, clerks/assistants (often titled personnel assistants or specialists) may perform limited aspects of a personnel professional's work, e.g., interviewing candidates, recommending placements, and preparing personnel reports. Final decisions on personnel actions are made by personnel professionals or managers. Some clerks/assistants may perform a limited amount of work in other specialties, such as benefits, compensation, or employee relations. Typing may be required at any level.

*Excluded are:*

- a. Workers who primarily compute and process payrolls or compute and/or respond to questions on benefits or retirement claims;
- b. Workers who receive additional pay primarily for maintaining and safeguarding personnel record files;
- c. Workers whose duties do not require a knowledge of personnel rules and procedures, such as receptionists, messengers, typists, or stenographers;
- d. Workers in positions requiring a bachelor's degree; and
- e. Workers who are primarily compensated for duties outside the employment specialty, such as benefits, compensation, or employee relations.

Positions are classified into levels on the basis of the following definitions. The work described is essentially at a responsible clerical level at the low levels and progresses to a staff assistant or technician level. At level III, which is transitional, both types of work are described. Jobs which match either type of work described at level III, or which are combinations of the two, can be matched.

**Personnel clerk/assistant (employment) I**

Performs routine tasks which require a knowledge of personnel procedures and rules, such as: Providing simple employment information and appropriate lists and forms to applicants or employees on types of jobs being filled, procedures to follow, and where to obtain additional information; ensuring that the proper forms are completed for name changes, locator information, applications, etc. and reviewing completed forms for signatures and proper entries; or maintaining personnel records, contacting appropriate sources to secure any missing items, and posting items such as dates of promotion, transfer, and hire, or rates of pay or personal data. (If this information is computerized, skill in coding or entering information may be needed as a minor duty.) May answer outside inquiries for simple factual information, such as verification of dates of employment in response to telephone credit checks on employees. Some receptionist or other clerical duties may be performed. May be assigned work to provide training for a higher level position.

Detailed rules and procedures are available for all assignments. Guidance and assistance on unusual questions are available at all times. Work is spot checked, often on a daily basis.

**Personnel clerk/assistant (employment) II**

Examines and/or processes personnel action documents using experience in applying personnel procedures and policies. Ensures that information is complete and consistent and determines whether further discussion with applicants or employees is needed or whether personnel information must be checked against additional files or listings. Selects appropriate precedents, rules, or procedures from a number of alternatives. Responds to varied questions from applicants, employees, or managers for readily available information which can be obtained from file material or manuals; responses require skill to secure cooperation in correcting improperly completed personnel documents or to explain regulations and procedures. May provide information to managers on availability of applicants and status of hiring actions; may verify employment dates and places supplied on job applications; may maintain personnel records; and may administer typing and stenography tests.

Completes routine assignments independently. Detailed guidance is available for situations which deviate from established precedents. Clerks/assistants are relied upon to alert higher level clerks/assistants or supervisor to such situations. Work may be spot checked periodically.

**Personnel clerk/assistant (employment) III**

*Type A*

Serves as a clerical expert in independently processing the most complicated types of personnel actions, e.g., temporary employment, rehires, and dismissals and in providing information when it is necessary to consolidate data from a number of sources, often with short deadlines. Screens applications for obvious rejections. Resolves conflicts in computer listings or other sources of employee information. Locates lost documents or reconstructs information using a number of sources. May check references of applicants when information in addition to dates and places of past work is needed, and judgment is required to ask appropriate routine followup questions. May provide guidance to lower level clerks. Supervisory review is similar to level II.

AND/OR

*Type B*

Performs routine personnel assignments beyond the clerical level, such as: Orienting new employees to programs, facilities, rules on time and attendance, and leave policies; computing basic statistical information for reports on manpower profiles, EEO progress and accomplishments, hiring activities, attendance and leave profiles,



turnover, etc.; and screening applicants for well-defined positions, rejecting those who do not qualify for available openings for clear-cut reasons, referring others to appropriate employment interviewer. Guidance is provided on possible sources of information, methods of work, and types of reports needed. Completed written work receives close technical review from higher level personnel office employees; other work may be checked occasionally.

#### **Personnel clerk/assistant (employment) IV**

Performs work in support of personnel professionals which requires a good working knowledge of personnel procedures, guides, and precedents. In representative assignments: Interviews applicants, obtains references, and recommends placement of applicants in a few well-defined occupations (trades or clerical) within a stable organization or unit; conducts post-placement or exit interviews to identify job adjustment problems or reasons for leaving the organization; performs routine statistical analyses related to manpower, EEO, hiring, or other employment concerns, e.g., compares one set of data to another set as instructed; and requisitions applicants through employment agencies for clerical or blue-collar jobs. At this level, assistants typically have a range of personal contacts within and outside the organization and with applicants, and must be tactful and articulate. May perform some clerical work in addition to the above duties. Supervisor reviews completed work against stated objectives.

#### **Personnel clerk/assistant (employment) V**

Workers at this level perform duties similar to level IV, but are responsible for more complicated cases and work with greater independence. Performs limited aspects of professional personnel work dealing with a variety of occupations common to the organization which are clear cut and stable in employment requirements. Typical duties include: Researching recruitment sources, such as employment agencies or State manpower offices, and advising managers on the availability of candidates in common occupations; screening and selecting employees for a few routine, nonpermanent jobs, such as summer employment; or answering inquiries on a controversial issue, such as a hiring or promotion freeze. These duties often require considerable skill and diplomacy in communications. Other typical duties may include: Surveying managers for future hiring requirements; developing newspaper vacancy announcements or explaining job requirements to employment agencies for administrative or professional positions; or reviewing the effect of organizationwide personnel procedural changes on local employment programs (e.g., automation of records, new affirmative action goals). May incidentally perform some clerical duties. Supervisory review is similar to level IV.

#### **Purchasing Clerk/Assistant**

(4664: Order clerks)

Provides clerical or technical support to buyers or contract specialists who deal with suppliers, vendors, contractors, etc., *outside* the organization to purchase goods, materials, equipment, services, etc. Clerks/assistants at level I prepare and process purchase documents, such as purchase orders, invitations to bid, contracts, and supporting papers. Clerks/assistants at level II also examine, review, verify, and control these documents to assure accuracy, correctness, and correct processing. Clerks/assistants at levels III and IV may also expedite purchases already made, by contacting vendors and analyzing and recommending reactions to supplier problems related to delivery, availability of goods, or any other part of the purchase agreement. Clerks/assistants at level IV may also develop technical information for buyers, e.g., comparative information on materials sought.

All assignments require a practical knowledge of internal purchasing procedures and operations. Assignments above level I require experience in applying regulations, guidelines, or manuals to specific transactions. Clerks/assistants may type purchasing documents or perform work described at lower levels, as needed. Final decisions on purchasing transactions are made by buyers, contract specialists, or supervisors. Excluded are:

- a. Typists, file clerks, general clerks, secretaries, receptionists, and trainees not required to have a knowledge of internal purchasing procedures and operations;
- b. Workers who process or expedite the purchase of items for direct sale, either wholesale or retail;
- c. Workers who as a primary duty: Maintain a filing system or listing to monitor inventory levels; reorder items by phone under ongoing contracts; or receive and disburse supplies and materials for use in the organization;
- d. Production expeditors or controllers who primarily ensure the timely arrival and coordination of purchased materials with assembly line or production schedules and requirements;
- e. Purchasing expeditors who only check on the status of purchases already made and who do not analyze the facts at hand and do not make recommendations for either extension of delivery dates or for other similar modifications to the purchase agreement, as described at level III, b;
- f. Positions which require a technical knowledge of equipment characteristics and parts, production control, or manufacturing methods and procedures;
- g. Positions requiring a bachelor's degree; and
- h. Buyers.

Positions are classified into levels based on the following definitions according to the complexity of the work, the condition of the purchase, and the amount of supervision.

#### **Purchasing clerk/assistant I**

Following well-established and clear-cut procedures and instructions, *prepares* and *processes* documents such



as purchase orders, invitations to bid, contracts, and supporting papers. Enters such prescribed information as quantities, model numbers, addresses and prices, *after* a higher level employee screens the requisition for completeness and accuracy. Posts data from requisitions to internal controls. Work requires a knowledge of proper terminology (including spelling and abbreviations) and some judgment in selecting the appropriate procedure or precedent for each transaction. Contacts are usually limited to the supervisor and the immediate work unit. Receives step-by-step instruction on *new* assignments. Refers questions to supervisor who may spot check work on a daily basis.

### **Purchasing clerk/assistant II**

According to detailed procedures or regulations, *examines* documents such as requisitions, purchase orders, invitations to bid, contracts, and supporting papers. Reviews purchase requisitions to determine that correct item descriptions, prices, quantities, discount terms, shipping instructions, and/or delivery terms have been included and selects appropriate purchase phrases and forms from prescribed lists or files. Obtains any missing or corrected information and prepares purchase orders for supervisory approval. Contacts are usually within the organization to verify or correct factual information. May contact vendors for information about purchases already made and may reorder items under routine and existing purchase arrangements where few, if any, questions arise. Receives detailed instructions on new assignments. Refers questions to supervisor who may spot check work on a daily basis.

Clerks or assistants at this level examine documents for orders of standard goods, supplies, equipment or services, and/or for orders of specialized items when the complexity of the item does not affect the assistant's work, i.e., the assistant is not required to use considerable judgment to find a previous transaction to use as a guideline, as described at level III, a.

### **Purchasing clerk/assistant III**

Assistants at this level perform assignments described in paragraphs a or b, or a combination of the two.

- a. Reviews and prepares purchase documents for specialized items, such as items with optional features or technical equipment requiring precise specifications. Since the transactions usually require special purchasing conditions, e.g., multiple deliveries, provision of spare parts, or renegotiation terms, considerable judgment is needed to find previous transactions to use as guidelines; as required, adapts phrases or clauses in guideline transactions that apply to the purchase at hand. May review purchasing documents prepared by lower level clerks or by personnel in other organization units to detect processing discrepancies or to clarify documents. May advise employees on how to prepare requisitions for items to be ordered.

- b. Expedites purchases by *making recommendations for action* based on simple analyses of the facts at hand, organization guidelines, and the background of the purchase: Contacts suppliers to obtain information on deliveries or on contracts; based on clear-cut guidelines for each type of purchase and previous performance of suppliers, availability of item, or impact of delay, recommends extension of delivery date or other similar modifications. May decide to refer problems to production, packaging, or other organization specialists. May reorder standard items under a variety of existing purchase agreements where judgment is needed to ask further questions and to followup and coordinate transactions.

Expeditors at this level facilitate purchases of standard goods, supplies, equipment, or services, and/or purchases of specialized items when the complexity of the item does not affect the assistant's work, i.e., the assistant does not coordinate requests for minor deviations from contract specifications, etc., as described at level IV, b.

Clerks or assistants at this level coordinate information with buyers and outside suppliers and keep others informed of the progress of transactions. Major changes in regulations and procedures are explained by the supervisor. Unusual situations are referred to the supervisor who also spot checks completed work for adequacy.

### **Purchasing clerk/assistant IV**

Assistants at this level have a good understanding of purchase circumstances for specialized items—what to buy, where to buy, and under what terms buyers negotiate and make purchases. They perform assignments described in paragraphs a, b, or c, or a combination of any of these.

- a. Reviews and prepares purchase documents for highly specialized items where few precedent transactions exist that can be used as guidelines and where provisions such as fixed-price contracts with escalation, price redetermination, or cost incentives clauses are needed. Complicated provisions for progress payments, for testing and evaluating ordered items, or for meeting production schedules may also exist. As necessary, drafts special clauses, terms, or requirements for unusual purchases. Provides authoritative information to others on purchasing procedures and assures that documents and transactions agree with basic procurement policies.
- b. Expedites purchases of specialized items when the complexity of the items *does* affect the assistant's work (see level III, b.). Investigates supplier problems and coordinates requests for minor deviations from the contract specifications with specialists, buyers, suppliers, and users. Recommends revisions to contracts or purchase agreements, if needed, based upon organization requirements. May reorder technical and specialized items within existing purchase contracts which contain special purchasing conditions. Questions which arise are handled similarly to those in level III, b.
- c. Furnishes technical support to buyers or contract specialists, using a detailed knowledge of internal



purchasing transactions and procedures, e.g., analyzes bids for contracts to determine the possible number and interest of bidders for *standard* commodities and services; assembles contracts and drafts special clauses, terms or requirements for unprecedented purchases, e.g., for specially designed equipment or for complex one-time transactions; gathers and summarizes information on the availability of special equipment and the ability of suppliers to meet the organization's needs.

Assistants at this level seek guidance on highly unusual problems but are expected to propose solutions for supervisory approval. Instructions are provided on new procurement policies. Supervisory review is similar to level III; drafts of special clauses, etc., are reviewed in detail.

NOTE: Positions above level IV are excluded. Workers in such positions either (1) negotiate agreements with contractors on minor changes in the terms of established contracts; or (2) analyze and make recommendations about proposals concerning specialized equipment, about the solvency performance of supplying firms, or about clerical processing methods needed to fit new purchasing policies.

### **General Clerk**

(463: General office occupations)

Performs a *combination of clerical tasks* to support office, business, or administrative operations, such as: Maintaining records; receiving, preparing, or verifying documents; searching for and compiling information and data; responding to routine requests with standard answers (by phone, in person, or by correspondence). The work requires a basic knowledge of proper office procedures. Workers at levels I, II, and III follow prescribed procedures or steps to process paperwork; they may perform other routine office support work, (e.g., typing, filing, or operating a keyboard-controlled data entry device to transcribe data into a form suitable for data processing). Workers at level IV are also required to make decisions about the adequacy and content of transactions handled in addition to following proper procedures.

Clerical work is controlled (e.g., through spot checks, complete review, or subsequent processing) for both quantity and quality. Supervisors (or other employees) are available to assist and advise clerks on difficult problems and to approve their suggestions for significant deviations from existing instructions.

*Excluded* from this definition are: Workers whose pay is *primarily* based on the performance of a *single* clerical duty such as typing, stenography, office machine operation, or filing; and other workers, such as secretaries, messengers, receptionists or public information specialists who perform general clerical tasks incidental to their primary duties.

### **General clerk I**

Follows a few clearly detailed procedures in performing

simple repetitive tasks in the same sequence, such as filing precoded documents in a chronological file or operating office equipment, e.g., mimeograph, photocopy, addressograph, or mailing machine.

### **General clerk II**

Follows a number of specific procedures in completing several repetitive clerical steps performed in a prescribed or slightly varied sequence, such as coding and filing documents in an extensive alphabetical file, simple posting to individual accounts, opening mail, running mail through metering machines, and calculating and posting charges to departmental accounts. Little or no subject-matter knowledge is required, but the clerk needs to choose the proper procedure for each task.

### **General clerk III**

Work requires a familiarity with the terminology of the office unit. Selects appropriate methods from a wide variety of procedures or makes simple adaptations and interpretations of a limited number of substantive guides and manuals. The clerical steps often vary in type or sequence, depending on the task. Recognized problems are referred to others.

Typical duties include a combination of the following: Maintaining time and material records, taking inventory of equipment and supplies, answering questions on departmental services and functions, operating a variety of office machines, posting to various books, balancing a restricted group of accounts to controlling accounts, and assisting in preparation of budgetary requests. May oversee work of lower level clerks.

### **General clerk IV**

Uses some subject-matter knowledge and judgment to complete assignments consisting of numerous steps that vary in nature and sequence. Selects from alternative methods and refers problems not solvable by adapting or interpreting substantive guides, manuals, or procedures.

Typical duties include: Assisting in a variety of administrative matters; maintaining a wide variety of financial or other records; verifying statistical reports for accuracy and completeness; and handling and adjusting complaints. May also direct lower level clerks.

Positions above level IV are *excluded*. Such positions (which may include supervisory responsibility over lower level clerks) require workers to use a thorough knowledge of an office's work and routine to: 1) choose among widely varying methods and procedures to process complex transactions; and 2) select or devise steps necessary to complete assignments. Typical jobs covered by this exclusion include administrative assistants, clerical supervisors, and office managers.



# Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (\*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

## *Manufacturing*

Basic Iron and Steel, 1988. BLS Bulletin 2346. \$2  
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